Position: Clinical Laboratory Scientist – Pre-Licensed/I/II
Salary Range: $28.09 - $43.13 hourly; $2,247.08 - $3,450.63 bi-weekly.

Kern Medical strives to recruit the highest quality candidates, resulting in a high performance workforce that consistently delivers quality patient care.

Career Opportunities within Kern Medical include many benefits such as:

- **New Hire Bonus**: For select positions.
- **New Hire Premium**: +6% of base rate of pay, matched up to 6% if contributed to Deferred Compensation Plan.
- **Shift Differentials**: varies per classification.
- **A Comprehensive Benefits Package**: includes Holidays, Vacation, Medical, Dental, Vision and Life Insurance.

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Job Description

**Pre-Licensed**: Under supervision, assists in performing a variety of laboratory tests in various clinical laboratory sections; keeps records of examinations and findings.

**Levels I and II**: Under direction, performs a variety of laboratory tests in various clinical laboratory sections and maintains records of examinations and findings.

**DISTINGUISHING CHARACTERISTICS:**

**Pre-Licensed**: This is the intern level classification in the Clinical Laboratory Scientist series. Work is performed in accordance with the established procedures and is closely reviewed by a supervisor. Upon completion of State licensure requirements, promotions to Clinical Laboratory Scientist I are considered on a merit basis, subject to recommendation of the department head and approval by the Director of Personnel. Employees must complete licensure requirements within 12 months of employment or fail probation.

**Level I**: This is the entry level classification in the Clinical Laboratory Scientist series. Work is performed in accordance with established procedures and is reviewed by a supervisor. Promotions to Clinical Laboratory Scientist II are considered on a merit basis, subject to recommendation of the department head and approval by the Director of Human Resources.

**Level II**: This is the experienced or journey worker level in the Clinical Laboratory Scientist series. Incumbents in this class perform a full workload of duties and responsibilities and assist in the training of new employees.
Essential Functions:

Pre-Licensed:

- Performs a variety of laboratory tests and procedures with various types of specimens using specified laboratory techniques and methods.
- Performs daily quality control functions and applies professional knowledge and judgment to routine and special procedures.
- Operates various automated laboratory instruments and equipment.
- Assists in maintaining records of examinations and findings; inputs and maintains clinical laboratory data utilizing computer hardware and applicable software.
- Maintains effective professional work relationships with laboratory staff, other hospital departments and those contacted in the performance of required duties.

Level I: in addition to above

- Maintains records of examinations and findings; inputs and maintains clinical laboratory data utilizing computer hardware and applicable software.

Level II: in addition to above

- Maintains work performance records;
- Assists in the teaching of Medical Technology students;
- Attends relevant conferences and educational functions.
- Maintains records of examinations and findings; inputs and maintains clinical laboratory data using computer hardware and applicable software.
- Assists in training and orientation of new employees.

Other Functions: all levels

- Performs other job related duties as required.

Employment Standards:

Pre-Licensed: Current enrollment in a California State approved Clinical Laboratory Scientist Training Program, and eligible to obtain a Clinical Laboratory Scientist Trainee License issued from the State of California, Laboratory Field Services.

Level I: Possession of a valid license to practice as a Clinical Laboratory Scientist in the State of California.

OR
Possession of a valid license issued by the State of California limited to specialization in Clinical Chemistry, Clinical Microbiology, or Clinical Immunohematology.

Level II: One (1) year of experience as a licensed scientist, or specially licensed technologist, in a hospital or public health laboratory. Possession of a valid license to practice as a Clinical Laboratory Scientist in the State of California.

OR

Possession of a valid license issued by the State of California limited to specialization in Clinical Chemistry, Clinical Microbiology, or Clinical Immunohematology.

Applicants must submit copies of the following applicable documents:

- Verification of enrollment in a California State approved Clinical Laboratory Scientist Training Program
- A valid license to practice as a Clinical Laboratory Scientist in the State of California.
- A valid license issued by the State of California limited to specialization in Clinical Chemistry, Clinical Microbiology, or Clinical Immunohematology

A background check will be conducted for this classification.