



## *Red Cliff Band of Lake Superior Chippewa Indians*

88455 Pike Road

Bayfield, WI 54814

Phone: 715-779-3700 Fax: 715-779-3704

Email: redcliff@redcliff-nsn.gov

### **JOB DESCRIPTION**

**POSITION:** Laboratory Technician **OR**  
Laboratory Medical Assistant

**LOCATION:** Red Cliff Community Health Center

**SALARY:** Negotiable, Depending on Qualifications, Plus Benefits

**SUPERVISOR:** Family Practice Care Manager

### **THIS IS A REGULAR FULL TIME NON-EXEMPT POSITION**

**JOB SUMMARY:** The Laboratory Technician performs laboratory analysis, evaluates laboratory results and reports results promptly and accurately. Recognizes and solves basic laboratory problems, supervises other laboratorians in their daily duties and assists in maintenance of laboratory systems in care and treatment of individuals served by the Red Cliff Community Health Center (RCCHC) Laboratory and clinical services. This position is one of several support or ancillary personnel, who perform assigned duties in a collaborative manner within the RCCHC.

### **LABORATORY TECHNICIAN DUTIES AND RESPONSIBILITIES:**

1. Oversees the daily functions of the RCCHC laboratory. Under the supervision of the RCCHC administration, ensures the RCCHC laboratory is compliant with state and federal laws. Duties generally include maintaining operational hours in conjunction with the RCCHC, reordering supplies, and maintaining security standards.
2. Draws and collects specimens for patients and prepares the specimens for routine testing or packages them for referral to the reference laboratory.
3. Performs/monitors limited routine tests in hematology, chemistry, urinalysis and serology.
4. Reports laboratory test results to the ordering provider in a timely manner.
5. Monitors when referral laboratory reports are sent and returned.
6. Performs routine laboratory testing available, within compliance and under the supervision of a physician, nurse practitioner or registered nurse.

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7. Assist with daily identification of scheduled patients whom are due for preventative and chronic care labs to ensure maximum packing of visit and all needs are addressed.
8. Follow procedures established for universal precautions and sterile techniques.
9. Clean and prepare the lab treatment room on a daily basis or more often, as necessary.
10. Utilize current computer software programs to identify patient needs.
11. Enters information into electronic health record as appropriate.
12. Adheres to all quality control requirements in laboratory.
13. Maintain an appropriate inventory of laboratory supplies, forms, patient handouts, and routine equipment.
14. Safely and proficiently operates equipment within level of expertise.
15. Provides patient education material and information as directed.

#### **LABORATORY MEDICAL ASSISTANT DUTIES AND RESPONSIBILITIES:**

1. Draws and collects specimens for patients and prepares the specimens for routine testing or packages them for referral to the reference laboratory.
2. Performs/monitors limited routine tests in hematology, chemistry, urinalysis, coagulation and serology.
3. Reports laboratory test results to the ordering provider in a timely manner.
4. Monitors when referral laboratory reports are sent and returned.
5. Performs routine laboratory testing available, within compliance and under the supervision of a lab technician, physician, nurse practitioner or registered nurse.
6. Assist with daily identification of scheduled patients whom are due for preventative and chronic care labs to ensure maximum packing of visit and all needs are addressed.
7. Follow procedures established for universal precautions and sterile techniques.
8. Clean and prepare the lab treatment room on a daily basis or more often, as necessary.
9. Utilize current computer software programs to identify patient needs.
10. Enters information into electronic health record as appropriate.
11. Adheres to all quality control requirements in laboratory.
12. Maintain an appropriate inventory of laboratory supplies, forms, patient handouts, and routine equipment.
13. Provides clinical coverage for Medical Assistants, as needed.
14. Assists provider with diagnostic procedures, examination, treatments and dressing changes, as needed. This may include surgical assisting.
15. Safely and proficiently operates equipment within level of expertise.
16. Provides patient education material and information as directed.

#### **GENERAL DUTIES**

1. Maintain strict confidentiality and safeguard the privacy of patients in common areas of the clinic.
2. Present a professional, caring image for the Health Center and its programs.
3. Maintain a cooperative relationship with other Health Center staff and employees.
4. Demonstrate tact, courtesy, and respect in communication and interaction with Health Center patients, visitors, and staff and with outside agencies and programs.
5. Uses established channels of communication to express personal or work-related needs, suggestions and/or concerns.

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6. Promote a working environment noted for effective cooperation and collaboration between programs, services, and co-workers.
7. Maintain a clean and safe physical environment. Alert administration and/or Health Center staff to problems and difficulties, as circumstances may warrant.
8. Advance job knowledge and skills through continuing education efforts with the approval of Health Center Administration.
9. Attend staff and other meetings, in-services, and other events as directed by supervisor.
10. The above duties and responsibilities are not an all-inclusive list but rather a general representation of the duties and responsibilities associated with this position. The duties and responsibilities will be subject to change based on organizational needs and/or deemed necessary by the supervisor.

**SUPERVISORY AUTHORITY:** None

**LABORATORY TECHNICIAN KNOWLEDGE:**

1. Working knowledge of laboratory functions in a clinical setting.
2. Knowledge of Universal Precautions, MSDS, generally accepted safety practices and quality control practices for lab services. Record of medical record documentation practices related to laboratory services.
3. Personal abilities and maturity to function in a fast-paced environment, to interact positively with individuals in distress, and to deal appropriately with potential medical emergencies.
4. Demonstrates good public relations and customer service skills.
5. Proven ability to work effectively as a team member.
6. Knowledge of computer applications.
7. Ability to work independently under general administrative and medical direction.
8. Ability to prioritize tasks without compromising quality patient care or service.

**LABORATORY MEDICAL ASSISTANT KNOWLEDGE:**

1. Working knowledge of medical terminology.
2. Personal abilities and maturity to function in a fast-paced environment, to interact positively with individuals in distress, and to deal appropriately with potential medical emergencies.
3. Demonstrates good public relations and customer service skills.
4. Proven ability to work as a team member.
5. Basic computer skills.

**LABORATORY TECHNICIAN QUALIFICATIONS:**

1. High school diploma, HSED, or GED.
2. Bachelor's degree from an accredited university including courses in biological science, chemistry and mathematics and one of the following: successful completion of a NAACLS accredited Medical Technology program; OR successful completion of an MLT-AD (Associate Degree) accredited Medical Laboratory Technician Associate Degree program along with two (2) years of full-time acceptable clinical laboratory experience in Blood Banking Chemistry, Hematology, Microbiology, Immunology and clinical Microscopy, (and eligible for ASCP certification as a Medical Laboratory Scientist.
3. Certification in ASCP as a medical Laboratory Scientist (MLS) or Medical Technologist (MT) is required.

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4. Current CPR certification or must become certified within 90 days of hire.
5. Must have a valid driver's license, vehicle and appropriate vehicle coverage and maintain driver's eligibility as a condition of employment. Be eligible to be put on the tribe's vehicle insurance policy.

**LABORATORY MEDICAL ASSISTANT QUALIFICATIONS:**

1. High school diploma, HSED, or GED.
2. Graduate of accredited Medical Assistant Program.
3. Medical Assistant Certification, preferred.
4. Current CPR certification or must become certified within 90 day of hire.
5. Must have a valid driver's license, vehicle and appropriate vehicle coverage and maintain driver's eligibility as a condition of employment. Be eligible to be put on the tribe's vehicle insurance policy.
6. Meet or exceed the minimum standards of character as prescribed by P.L. 101-630 and WI State Statutes s. 48.685 and s. 50.065 and as subsequently amended and applied to certain classes of Tribal employees.

**PERSONAL CONTACTS:** Daily contact with clients, visitors, vendors, Tribal and Health Center Administration, and other Tribal program staff.

**PHYSICAL REQUIREMENTS:** The duties assigned to this position involve bending, stooping, lifting, and carrying. Items may be placed on overhead storage. Weights to be carried are usually less than 50 pounds.

**WORK ENVIRONMENT:** Red Cliff Community Health Center; office and clinic settings. Exposure to hazards of the health care industry. Work setting must be maintained as a clean, nonsmoking, well-ventilated area in compliance with all applicable safety regulations. All Tribal buildings are smoke free.

**TRAVEL REQUIREMENTS:** The ability to travel and attend meetings and trainings; overnight and out of town, both locally & nationally.

**BEHAVIOR AND ATTITUDE:** The vision, goals and objectives of the Red cliff Band of the Lake Superior Chippewa Indians requires the employee to perform in both a professional and personable manner. The manner in which the employee relates to fellow employees, customers and visitors is considered parallel in importance to technical knowledge and ability. Respect and consideration given to the dignity of each customer, visitor and fellow employee is a requisite of successful job performance. Any Behavior or Attitude that tarnishes the Name or Image of the red Cliff Band of Lake Superior Chippewa will be subject to immediate disciplinary action up to and including termination.

**Indian preference will be applied in the case of equally qualified applicants, but all qualified applicants will be considered.**

**This job description is subject to change at the employer's discretion, after consultation with the employee.**

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**APPLICATION SUBMITTAL REQUIREMENTS:** The following items are required for this position:

1. Completed Tribal Application, to include work history and references; available on the tribal website.
2. Tribal Background Investigation Disclosure; available on the tribal website.
3. Cover letter and resume.
4. Post-secondary transcripts or certifications; if applicable.

**POSTING DATE:** July 31, 2020

**DEADLINE:** Open Until Filled

**FOR FURTHER INFORMATION CONTACT:**

**Red Cliff Tribal Administration Building**

**Human Resources Department**

**88455 Pike Road**

**Bayfield, WI 54814**

[www.redcliff-nsn.gov](http://www.redcliff-nsn.gov)

[hr@redcliff-nsn.gov](mailto:hr@redcliff-nsn.gov)

**(715)779-3700**

**Ashley Poch, Human Resources Director ext. 4268 or**

**Diane Cooley, Human Resources Coordinator ext. 4267**

**The Red Cliff Tribal Council has a Drug Free Work Place Policy and adheres to the intent of the Drug Free Work Place Act. All new hires are subject to a drug test prior to starting.**

**ALL APPLICANTS FOR EMPLOYMENT WITH THE RED CLIFF TRIBE ARE SUBJECTED TO THE BACKGROUND INVESTIGATION AND OTHER REQUIREMENTS OF RCCL CHAPTER 43, AND THAT YOU ARE UNDER A CONTINUING OBLIGATION TO SUPPLEMENT THIS APPLICATION FOR EMPLOYMENT WITH INFORMATION CONCERNING ANY CONVICTIONS THAT OCCUR AFTER COMMENCEMENT OF EMPLOYMENT WITH THE TRIBE.**

**The Red Cliff Community Health Center is a Drug-Free Workplace in accord with the Drug-Free Workplace Act of 1988, P.L. 100-690, and has a Drug-Free Workplace Policy in effect.**

**EMPLOYEE BENEFITS PACKAGE**

**THE EMPLOYEE BENEFITS PACKAGE INCLUDES THE FOLLOWING:**

1. A Health Insurance Plan which is through the Federal Employee Health Benefits (FEHB). FEHB is offered for both single and family coverage. Employees considered to be full time status will be required to pay 12% of the premium for the plan selected.
2. The Dental package is through Delta Dental. This benefit is offered at no cost to the employees with single or family medical coverage.

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3. Short Term Disability is offered to all employees at no cost and pays 60 % of weekly pay for a maximum of 90 days if you get sick or injured off the job.
4. Life insurance of \$15,000 is included at no cost to all employees. Spouses are covered at \$7,500.00 and children are prorated. Employees can purchase additional life insurance from the plan provider at their own cost.
5. Profit Sharing Plan with a 401(k) component is offered to employees after one year of work, with a minimum of 1,000 hours. The Tribe puts 3% of employee's wages into the Profit Sharing Plan.
6. The Tribe also offers General Leave to Full time employees. Employees will accrue 16 hours of General Leave per month and can accumulate up to 192 hours per year. After 5 years of employment, General Leave goes up to 20 hours per month with a maximum of 240 hours.
7. The Tribe observes a total of 11 paid holidays.