



Hospital Phlebotomist

Council Oak-Laboratory

VACANCY ANNOUNCEMENT: VA 25-422

STARTING SALARY: Negotiable

CLOSING DATE: Open Until Filled

Muscogee Nation Department of Health (MCN Health) provides comprehensive health care services to Native Americans living within the Muscogee Nation. MCN Health is an integrated system of six health centers, an Express Care Clinic, three hospitals, a physical rehabilitation center and nine comprehensive community health programs. Offering services across the lifespan including pediatrics, family medicine, nursing, dental, laboratory, radiology, pharmacy, behavioral health, emergency medical, audiology, nutrition, physical therapy, and optometry.

DESCRIPTION OF ASSIGNMENT: The purpose of the position is to perform phlebotomist duties collecting and transporting specimens for testing and analysis; processing specimens, packing specimens for transportation, specimen tracking, and all related clerical functions and general clean-up tasks. Technical support and guidance provided under the supervision of the laboratory manager. Hospital Phlebotomists must be competent in all tasks related to phlebotomy, processing, send-outs, ordering, and competent to perform all waived testing at their primary site and able to assist as needed at other MCNDOH laboratories. A Hospital Phlebotomist may be trained to place specimens on automated analyzers (pre-analytic functions). A competent Hospital Phlebotomist must be able to train less experienced coworkers and provide assistance with problem resolution including recollection of lab specimens, reports to providers, specimen requirements for esoteric testing, and providing information related to specimen collection to other healthcare workers, patients, and family members. Because MCNDOH hospital laboratories must be staffed 24/7, the Hospital Phlebotomist working in a hospital will rotate holidays and may be required to rotate to other days and hours as needed for patient care. This position is located at the Council Oak Comprehensive Healthcare in Tulsa, OK.

REQUIREMENTS: High School Diploma or GED equivalent is required. Phlebotomy classes and 1 year of experience OR 18 months of experience as a phlebotomist are preferred but not required. Eligible for certification in phlebotomy preferred but not required.

EVALUATION METHODS: Applicants who meet the requirements described above will be evaluated to determine the extent to which they possess or have the potential to acquire knowledge, skills, abilities, and personal characteristics (KSAP's) required of this position. Applicants should address the following KSAP's on a separate attachment to their application. Knowledge and skill sufficient to perform a moderately difficult range of nursing care.

- Knowledge of medical and process lab terminology.
- Knowledge and ability in computer, reasoning and language skills.
- Knowledge of procedures for appointing and routing patients in a clinical laboratory.
- Knowledge of laboratory safety practices.
- Skills in organizing and maintaining accurate records and documentation.
- Ability to maintain strict confidentiality.
- Ability to communicate courteously and effectively with patients, Laboratory staff, other employees and the general public, both orally and in writing, and maintaining a professional demeanor.
- Ability to maintain a positive, helpful department, encouraging team members.
- Ability to work under stress and function in emergency situations.
- Good communication skills, computer knowledge, and the ability to work with others as a team to ensure quality patient care.

- Ability to maintain a confident, professional demeanor.
- Knowledge of HIPAA regulations and compliance standards.
- Capability of working with biologic specimens in a safe manner.

APPLICATION PROCEDURES: Apply online at Department of Health Application. (Current employees must use a transfer request form available on the intranet home page under forms). The KSAP's as outlined in the Evaluation Methods section should be addressed but are not required. For further information, call Tracy Watters at (918) 762-0307. The Department of Health is an Equal Opportunity Employer; however, Indian Preference will be applied in the case of equally qualified applicants.

Staffing Coordinator

Date