



Job Description

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Job Title: Pathologist
Reports To:
Supervises: None
Department: Physicians
FLSA Status: Exempt
Job #:

Job Summary:

Diagnose presence and stage of diseases using laboratory techniques and patient specimens and studies nature, cause and development of diseases, and structural and functional changes caused by them.

Essential Key Responsibilities:

- Examines and interprets prepared tissue sections and body fluids and secretions by using a variety of microscope techniques, including light microscopy, electron microscopy and fluorescence microscopy.
- Diagnosis, from body tissue, fluids, secretions or other specimens the presence and stage of disease or other abnormalities, utilizing laboratory techniques and dictates findings.
- Identifies the etiology, pathogenesis, morphological change, and clinical significance of diseases.
- Consults with referring physicians about ordering and interpreting tests or providing treatments.
- Provides diagnostic information to the treating/referring physician in the form of a written pathology report.
- Participates in proficiency testing programs and intradepartmental meetings to establish measures to ensure and improve accuracy of diagnoses and quality of care.
- Participates in professional organizations, conferences and seminars to keep abreast of developments in pathology.
- May perform gross examination, dissection and description of specimens according to procedure.
- May train and educate laboratory personnel, students, and residents in the processing of specimens.
- May take photographs of specimens when indicated for patient reports or archival purposes.
- May consult with peers on difficult cases as requested or needed.
- May teach residents on a rotating basis.
- May plan and supervise the work of the pathology staff, residents or visiting pathologists.
- May testify in depositions or trials as an expert witness.

- May perform autopsies.
- May perform on-call responsibilities.
- Completes annual training programs within the required timeframe and regularly attends staff meetings.
- Maintains strictest confidentiality.
- Complies with all State, Federal, professional regulations as well as company and departmental rules, polices, and procedural manuals.
- Adherence to CAP, CLIA, State Regulations, HIPAA, Safety and OSHA Regulations.
- Performs other duties as assigned.

Education/Licensure/Certification:

- Be a doctor of medicine or doctor of osteopathy; and
- Possess an unlimited and unrestricted license to practice medicine or osteopathy in the state in which the laboratory is located, and applicable states in which laboratory receives specimens or be eligible to obtain licensure; and
- For Gastrointestinal and/or Genitourinary Pathology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a one year training in an Accreditation Council for Graduate Medical Education accredited Gastrointestinal and/or Genitourinary Pathology; and
 - Be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; and
 - Be certified in a subspecialty program approved by an American Board of Medical Specialties, and is Board Certified in the subspecialty of Gastrointestinal and/or Genitourinary Pathology.
- For cytopathology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Be certified in anatomic pathology by the American Board of Pathology or the American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; or
 - Be certified by the American Society of Cytology to practice cytopathology or possess qualifications that are equivalent to those required for such certification.
- For dermatopathology:
 - Completion of a one year internship; and
 - Completion of an approved three year residency in dermatology or four year residency in pathology; and
 - Completion of a one year dermatopathology medical fellowship or a three year residency in dermatology and four year residency in pathology; and
 - Be certified in anatomic pathology by the American Board of Pathology or the American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; or

- Be certified in dermatopathology by the American Board of Dermatology and the American Board of Pathology or possess qualifications that are equivalent to those required for such certification; or
- Be certified in dermatology by the American Board of Dermatology or American Osteopathic Board of Dermatology or possess qualifications that are equivalent to those required for such certification.
- For hematology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a one year training in an Accreditation Council for Graduate Medical Education accredited hematology pathology program; and
 - Be certified in clinical pathology by the American Board of Pathology or the American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; and
 - Be certified in a subspecialty program approved by an American Board of Medical Specialties, and is Board Certified in the subspecialty of hematology.
- For medical microbiology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a one year training in an Accreditation Council for Graduate Medical Education accredited medical microbiology program; and
 - Be certified in anatomic and/or clinical pathology by the American Board of Pathology or the American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; and
 - Be certified in a subspecialty program approved by the American Board of Pathology, and is Board Certified in the subspecialty of infectious disease.
- For molecular genetic pathology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a one year training in an Accreditation Council for Graduate Medical Education accredited molecular genetic pathology program; and
 - Be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification; and
 - Be certified in molecular genetic pathology by the American Board of Medical Genetics or possess qualifications that are equivalent to those required for such certification.
- For pediatric pathology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a one year training in an Accreditation Council for Graduate Medical Education accredited pediatric pathology program; and
 - Be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification.
- For neuropathology:

- Completion of an approved four year residency in anatomic and/or clinical pathology; and
- Completion of a two year training in an Accreditation Council for Graduate Medical Education accredited neuropathology program; and
- Be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification.
- For surgical pathology:
 - Completion of an approved four year residency in anatomic and/or clinical pathology; and
 - Completion of a two year surgical medical fellowship; and
 - Be certified in anatomic or clinical pathology, or both, by the American Board of Pathology or American Osteopathic Board of Pathology or possess qualifications that are equivalent to those required for such certification.

Experience:

- Minimum of one year pathology experience.

Requirements:

- Successful completion of a pre-employment visual color discrimination test.
- Complies with Board of Medicine on annual continuing medical education requirements.
- Gain/Maintains appropriate medical staff membership and privileges at applicable medical facilities.

Equipment:

- Computer, computer programs, information system(s), microscopes, laboratory equipment, camera, general office equipment, and personal protective equipment.

Knowledge/Skills/Abilities:

- Knowledge of established and evolving biomedical, clinical, epidemiologic, and social behavioral sciences as well as the application of this knowledge to patient care and education of others.
- Knowledge of the information and techniques to diagnose and treat human diseases.
- Knowledge of national, state and local regulations and other regulatory requirements.
- Knowledge of laboratory policies and procedures.
- Knowledge of medical terminology, quality management, quality assurance and quality control.
- Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.
- Skill in written and verbal communications.

- Skill in gathering, analyzing, and interpreting information.
- Ability to establish and maintain positive relationships with employees, physicians, vendors, clients, and external agencies.
- Ability to exercise initiative, problem solving, and decision making.
- Ability to establish priorities and coordinate work activities.
- Ability to work independently and make reliable recommendations and diagnoses as definitive in the care of treatment of patients.

Environmental Working Conditions:

- Office Setting; with minimal time in a laboratory setting; exposure to communicable diseases, toxic substances, blood borne pathogens and chemical hazards.

Physical Requirements:

- Physical demands are representative of those that must be met by an employee to successfully perform the essential functions of this job. The employee is occasionally required to stand; walk; sit; use hands to finger; handle, or feel objects, tools or controls; reach with hands and arms; climb stairs; balance; stoop, kneel, crouch or crawl; talk or hear; taste or smell. The employee must occasionally lift and/or move up to 5 pounds. Specific vision abilities required by the job include close vision, distance vision, and the ability to focus. Requires visual acuity and normal color perception.

HIPAA/PHI Security Level: HIGH (Low, Medium, or High)

Indicate the security access level of Protected Health Information (PHI) as necessary to perform essential key responsibilities of the position (access, utilize, disclose, store, and/ or dispose of PHI).

1. Low –information access is of general nature representing summary type data rather than specific identifiable demographic or sensitive data.
2. Medium – information access is specific to an individual’s demographics and service information (type of service, services received, dates of service, and provider of service).
3. High – information access is detailed and sensitive to an individual’s demographics, service information, and personal medical history (past/present medical conditions, specifics of medical diagnosis or tests, treatment plans, and family history).

All job requirements listed indicate the minimum level of education, knowledge, skills and/or experience necessary to proficiently perform the job. This job description is not to be construed as an exhaustive statement of duties, responsibilities or requirements. Employees will be required to perform any other job-related duties assigned by their supervisor, subject to reasonable accommodations.