

Person Specification:

JOB TITLE SONOGRAPHER

Introduction

At MSI Reproductive Choices, our mission, 'Children by choice, not chance', is at the heart of everything we do. We provide high-quality contraception, safe abortion and post-abortion care services, and work with advocacy to create an enabling environment for safe access for all. All team members must support us in our mission.

We want individuals who believe in our mission and who can clearly describe how and why they feel that what MSI Reproductive Choices does is important. To achieve this, every candidate is given the opportunity to provide their thoughts and opinions on our mission statement in the online application form. We only consider applications from candidates who are aligned with MSI Reproductive Choices mission and vision to eliminate unsafe abortion in the countries where we work.

For this reason, only **fully pro-choice candidates** will be considered for any role within MSI. Please ensure that you read the MSI Reproductive Choices Candidate Pack carefully, prior to applying.

MSI Reproductive Choices is committed to creating an inclusive environment with a workforce which is representative of the communities we serve. We're proud to be an equal opportunities employer and give equal consideration to all qualified applicants without regard to race, ethnicity, religion, gender, gender identity or expression, sexual orientation, national origin, disability, or age. MSI is committed to safeguarding and promoting the welfare of all team members and clients, with a focus on vulnerable groups. MSI committed to compliance with all fair employment practices including citizenship and immigration status.

Please note this role will be subject to full pre-employment background checks which may include, but is not limited to employment references, right to work verification, adverse financial checks, basic criminal record checks and risk database screening checks.

Key Skills

To perform this role, it is essential that you have the following skills:

- The ability to perform scans in accordance with local policy and formulate a report based on findings
- Knowledge of quality, standard setting, benchmarking and auditing, policy development and implementation, with the ability to undertake surveys or audits, as necessary e.g. audit of clinical incidents
- Knowledge of current issues in healthcare /specialty
- Sound knowledge of both clinical and non-clinical policies
- Skill in presenting and discussing ultrasound issues in a formal and informal context
- Have a good understanding of ultrasound equipment and image optimisation
- Ability to share knowledge and teach 'hands on' clinical ultrasound skills to all levels of staff (nurses, midwives, , doctors if required)
- Understanding of importance of accuracy in recoding data to ensure that documentation is accurate
- Must possesses relevant IT skills to enable operation of healthcare setting information and imaging systems. This includes using IT systems e.g. databases, email etc.

All MSI Reproductive Choices person specifications are subject to a language neutrality test prior to approval and we're always looking for new ways to make our recruitment process as fair and unbiased as we can. If you'd like to provide feedback on MSI Reproductive Choices recruitment process, please do so via email to

Resourcinguk@MSIChoices.org

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- Good organisational skills with the ability to plan and prioritise one's own & sections workload
- Ability to cope with distressing situations and with distressed clients
- Effective counselling and communication skills.
- Ability to effectively communicate extremely sensitive complex information.
- Able to use initiative and problem solve as necessary.
- Ability to work effectively within a multidisciplinary team.
- Ability to react sensitively and professionally in unforeseen circumstances
- Ability to work effectively under pressure.
- Ability to meet deadlines

Key Experience

To perform this role, it is essential that you have the following experience:

- Ability to work in a diverse and inclusive environment, respecting and collaborating with all individuals equally, and with a commitment to overcome bias and prejudice
- 1 years' experience of working in either a full or part-time role post-qualification within an ultrasound department

Formal Education/qualification

- Diploma or BSC in Radiography, or other Health Service Equivalent, e.g. Nurse, Midwife etc. (essential)
- DMU/PgCert/PgDip in Medical Ultrasound (Obstetrics and Gynaecology) or M level equivalent (essential)
- Be registered with a professional body of registration i.e. HCPC, NMC
- The ability to work independently with both the scanning and reporting of each patient
- A high level of professionalism and technical standard of work, complying with relevant Codes of Practice

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Personal Attributes

MSI Reproductive Choices is dedicated to equal opportunity for all and recognises that every individual is unique. Whilst we always seek to embrace individual differences and celebrate the diversity of our workforce, we also want to ensure that every team member is suited to their role and that they are given the best opportunity to succeed.

The personal attributes described below have been developed in accordance with the job description and other contextual factors relating to the role and are considered **essential**.

For this role, we're looking for an individual who is:

- Committed to the protection of team members and clients, with a focus on vulnerable groups
- Able to role-model inclusive and culturally sensitive attitudes and behaviour
- Pro-choice and willing to support the delivery of services up to the legal limit
- Effective communication within multidisciplinary teams, and accurate record keeping
- Ability to establish rapport and effective communication with clients in the short time allowed
- Possess an understanding of social, ethical and communication issues to enable delivery of bad news to clients and or staff in an appropriate/empathetic manner
- Ability to work effectively in a potentially pressurised and highly emotive environment
- Ability to work independently
- Must be able to prioritise and organise own and region workload
- Maintain an empathetic, non-judgemental, dignified, friendly, caring approach to clients, relatives, staff and visitors in a safe environment always
- Good sense of humour and ability to remain calm in a pressured environment
- Positive, driven and enthusiastic attitude to organisational change
- Uphold and actively demonstrate behaviours that align with organisational values and behaviours
- Be an excellent role model and champion for Marie Stopes International United Kingdom
- Ability to work and participate as a team member, supporting colleagues
- Treat clients, their families and relatives as we would like to be treated ourselves