

**APHL
Lab Director Transitions Guide
Online Toolkit**

[Headline]

Model Career Ladder

What lab employees need to know to work their way up

An important part of a lab director's role is cultivating leadership. And staff members within the lab need to know what they can do to move up to a lab director position. The following are skill requirement guidelines that can be used to develop a career ladder for specific labs.

This model career ladder was developed for the eLEET toolkit by M. Alpizar, B. Becker, C. Brueske, A. Cannons, P. Mollenhauer, X. Newman, S. Zanto and P. Ray.

Public Health Laboratory Technician

Entry-Level Technician

- Focuses on skill and knowledge development
- Understands the basics of public health and public health laboratory science
- Consults with more experienced team members when necessary
- Exhibits knowledge of public health laboratory tests, standards
- Exhibits basic knowledge of professional ethics, laws and regulations
- Demonstrates entry-level technician competencies
- Produces accurate laboratory test results
- Adheres to quality systems protocols
- Disseminates laboratory test information in a timely manner
- Demonstrates competency in field at least annually
- Holds membership in a professional organization

Intermediate-Level Technician

The above, plus:

- Understands the essentials of public health and public health laboratory science
- Works efficiently under the direction of experienced personnel
- Performs multi-functional tasks
- Focuses on obtaining additional public health knowledge and laboratory skills
- Actively participates in continuing education
- Maintains active membership in professional organization(s)

Senior-Level Technician

The above, plus:

- Shows experience as a skilled technical worker
- Demonstrates advanced public health knowledge and laboratory skills
- Involved in training of new laboratory personnel
- Actively participates in professional organization(s)

Public Health Laboratory Scientist

Entry-Level Scientist

- Focuses on skill and knowledge development
- Understands the basics of public health and public health laboratory science
- Demonstrates entry-level scientist competencies
- Adheres to quality systems protocols
- Consults with more experienced team members when necessary
- Exhibits knowledge of public health laboratory tests and standards
- Exhibits basic knowledge of professional ethics, laws and regulations
- Disseminates laboratory test information in a timely manner
- Offers suggestions for improvement in operations
- Monitors accuracy and precision of laboratory testing
- Pursues continuing education and/or formal education
- Holds membership in professional organization(s)

Intermediate-Level Scientist

The above, plus:

- Understands the essentials of public health and public health laboratory science
- Demonstrates proper capabilities and knowledge
- Interacts with other healthcare providers and/or public health program members in a professional manner
- Applies critical decision-making skills to reach conclusions about diagnostic testing needs
- Evaluates laboratory testing requests for appropriateness
- Uses evidence-based criteria to interpret laboratory test data
- Seeks mentoring for leadership
- Begins leadership role by demonstrating leadership skills in problem solving, diagnostic testing management and conflict resolution
- Continually assesses own skills/abilities and pursues continuing education and/or formal education when needed
- Actively participates in continuing education
- Works independently
- Participates in training of new laboratory personnel
- Participates in applied research projects
- Active in professional organization(s)

Senior-Level Scientist

The above, plus:

- Demonstrates proper experience and knowledge
- Shows leadership skills in problem solving, diagnostic testing management and conflict resolution
- Applies evidence-based criteria to correlate and interpret laboratory test data
- Utilizes applied research to optimize laboratory testing

- Demonstrates ability to interact effectively with healthcare team and/or public health program members
- Evaluates patient laboratory test results and suggests additional testing if necessary
- Acts as clinical laboratory consultant to other members of the healthcare team and/or public health program members
- Becomes actively involved in mentoring
- Uses clinical and other data to optimize laboratory testing
- Assists in developing new techniques and procedures
- Participates in organization-wide activities (e.g., committees, taskforces, etc.)
- Submits or assists in submitting articles for publication
- Participates in process-improvement projects
- Assists in researching new methods
- Presents at state, local and national meetings
- Demonstrates leadership in national professional organization(s)

Lead-Level Scientist

The above, plus:

- Demonstrates advanced leadership skills
- Develops, performs and applies clinical research to optimize laboratory testing
- Supervises assigned personnel
- Develops and implements a quality management system
- Assumes responsibility for outcomes of the area of responsibility
- Collaborates in submission of case studies and articles for publication
- Mentors new members of the profession
- Takes a leadership role in education and training; designs, implements and evaluates education of new clinical laboratory personnel
- Researches new methods
- Coordinates process-improvement projects
- Contributes to professional development in field of practice
- Effectively collaborates with other members of the healthcare team and/or public health program members
- Demonstrates participation and leadership in national professional organization(s)