



JOB INFORMATION

Job Code:	187107
Job Title:	Phlebotomist
FLSA Status:	Non-Exempt
Supervisory:	May supervise staff, student, temporary or resource workers.
Job Family:	Clinical Laboratory Technology
Job Family Group:	Research and Clinical Support
Management Level:	7 Individual Contributor

JOB SUMMARY

Performs phlebotomy on patients, processes clinical specimens and prepares specimens for analysis. Maintains supply inventory, medical files and prepares patient billing. Provides information to patients and physicians.

JOB QUALIFICATIONS:

Education

Req	Pref	Degree	Field of Study
X		High school or equivalent	

Additional Education

Check here if experience may substitute for some of the above education.

Combined experience/education as substitute for minimum education

Work Experience

Req	Pref	Work Experience	Experience Level
X		1 year	

Additional Work Experience

Check here if education may substitute for some of the above work experience.

Combined experience/education as substitute for minimum work experience

Knowledge, Skills and Abilities

Req	Pref	Functional Skills
X		California state phlebotomy certification plus experience in a clinical laboratory.
X		Working knowledge of medical terminology.

Other Job Factors

JOB ACCOUNTABILITIES

	<i>% Time</i>	<i>Essential</i>	<i>Marginal</i>	<i>N/A</i>
Answers telephone and provides information to patients and physicians. Assists laboratory secretary as needed.				
Translates physician orders to laboratory requests. Determines if corrections are needed and notifies appropriate personnel.				
Performs venipuncture methods such as syringe, vacutainer, blood culture and fingerstick. Instructs patients regarding procedures including glucose tolerance preparation and proper specimen collection techniques. Provides patient care if fainting or loss of consciousness occurs.				
Assists in preparing specimens for analysis. Determines correct media, inoculation method and reagents for culture setup. Performs laboratory procedures within limitations set by law. Documents work performed on specimens. Prepares paperwork for specimens sent out to other laboratories.				
Makes, reviews and corrects logbook entries and requisitions.				
Maintains confidential patient files and other records for the required number of years in accordance with laboratory policy. Determines which records can be destroyed.				
Sends appropriate reports to the State Board of Health. Corrects orders and charges on patient billings.				
Maintains, distributes and organizes supply inventory, monitoring expiration dates, delivery schedules and patient volume.				

Other Requirements

<i>Essential:</i>	<i>Emergency Response/Recovery</i>	<i>Essential:</i>	<i>Mandated Reporter</i>
	In the event of an emergency, the employee holding this position is required to “report to duty” in accordance with the university’s Emergency Operations Plan and/or the employee’s department’s emergency response and/or recovery plans. Familiarity with those plans and regular training to implement those plans is required. During or immediately following an emergency, the employee will be notified to assist in the emergency response efforts, and mobilize other staff members if needed.		A mandated reporter who in his or her professional capacity has knowledge of, or reasonably suspects a person who is under the age of 18 years, elderly, or a dependent adult has been the victim of abuse or neglect must report the suspected incident. The reporter must contact a designated agency immediately or as soon as practically possible by telephone or in writing within 36 hours. By virtue of the associated job duties, this position qualifies as a mandated reporter as required by state law and USC’s policy at: https://policy.usc.edu/mandated-reporters/
<i>Campus Security Authority (CSA)</i>			<i>Essential:</i>
By virtue of the associated job duties, this position qualifies as a Campus Security Authority as required by law and USC’s policy at: https://dps.usc.edu/alerts/clery/			No

ACKNOWLEDGMENTS

The above statements reflect the essential and non-essential functions as necessary to describe the principle contents of the job. They are not intended to be a complete statement of all work requirements or duties that may be required of the position. I understand that I may be asked to perform other duties as assigned. USC reserves the right to add or change duties at any time.

The University of Southern California is an Equal Opportunity Employer. USC prohibits discrimination on any basis protected under federal, state, or local law, regulation, or ordinance or university policies. All employment decisions are based on individual qualifications and business need.

I acknowledge receipt of this job description and its associated physical requirements. I have read and understand the job description and job requirements and agree to abide by their contents. I realize that duties may be requested of me that are not specifically stated herein. I understand that I will be expected to adjust to potential fluctuations in work volume. I understand that, if I have any questions about the essential functions or expectations of my position, my supervisor and/or HR partner are available to discuss them with me.

Print Employee Name

Signature

Date

Print Manager Name

Signature

Date

This job description describes the general nature and level of work required by the position. It is not intended to be an all-inclusive list of qualifications, skills, duties, responsibilities or working conditions of the job. The job description is subject to change with or without notice, and Management reserves the right to add, modify or remove any qualification or duty. Nothing in this job description changes the existing at-will employment relationship between the university and the employee occupying the position.