



HSA
Committed to *Caring* for You



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 136-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

We invite applications for the following position:

MOLECULAR BIOLOGY TECHNICIAN

Salary range: CI\$52,296 - CI\$70,344 per annum

The Molecular Biology Technician supports laboratory operations by processing infectious samples, performing quality checks, maintaining accurate records, assisting with molecular diagnostics and research, managing administrative and inventory tasks, and participating in quality assurance and professional development under supervision.

Qualifications and Experience: The successful candidate will have a Bachelor's degree in one of the following: Molecular Biology, Biomedical Sciences, Medical Genetics, Microbiology, Molecular Pathology, Clinical Laboratory Sciences or in a related scientific field, which is expected to include a minimum of at least 3 months' Laboratory experience in a multidisciplinary Biomedical Science. Must have a basic understanding of molecular diagnostic techniques (such as PCR, RT-PCR, ddPCR, NGS, Chromosomal Microarray) and ISO-15189 standards. The candidate should have the ability to handle sensitive and confidential information in a professional manner. The candidate must be eligible to be registered with a recognized and appropriate professional body which would allow for CPAM registration in the relevant discipline(s).

A remuneration and benefits package, commensurate with experience and qualifications will be offered to the successful candidate.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to hsa.jobs@hsa.ky using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.



Application Deadline: May 24, 2026

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JOB DESCRIPTION

Job Title	<i>Molecular Biology Technician</i>	Job Holder	
Reports to	<i>Molecular Biology Manager</i>	Section	<i>Molecular Biology Laboratory</i>

Background Information

The Cayman Islands Health Services Authority (HSA) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health. Services are delivered primarily through the 136-beds at the Cayman Islands Hospital (the country's principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island's clinic which is a purpose-built facility.

The Cayman Islands Molecular Biology Laboratory (CIMBL) is a department within the HSA and serves as the National Reference Laboratory for the Cayman Islands. CIMBL currently provides specialist molecular diagnostics and genome sequencing services to the HSA, the Department of Public Health, the Cayman Islands Government, the private sector, and the Public of the Cayman Islands. CIMBL has a close working relationship with the JCI accredited Pathology Laboratory of the HSA and is provided with significant oversight and direction from the Medical Microbiologist and Senior Medical leadership within the HSA.

Job Purpose

To provide technical and quality assurance related support (as designated) and ensure smooth operational flow in administrative functions of the Laboratory.

Dimensions

The postholder will work as a part of the Molecular Biology Laboratory team, to provide the highest level of Microbiological and Clinical genetic services to patients/clients.

Duties and Responsibilities

All the following are to be performed in accordance with the Laboratory policies and standard operating procedures (SOPs), which are continuously updated and revised:

- To receive, accession, and assist in the processing of a range of potentially infectious specimens.
- To append data to and edit Validation/Verification technical documents for molecular diagnostic assays and laboratory instrumentation.
- To aid in research projects, data interpretation and prepare scientific reports/ research papers, under the direction of the Laboratory Manager.
- To participate in all Internal and External Quality Assurance assessments.
- To participate in internationally recognized training in the disciplines of Public Health Microbiology and Clinical Genetics and maintain a level of knowledge to fulfill this role through continuing professional development [CPD] for the acquiring of HCPC registered Biomedical Scientist (BMS) status.
- To provide administrative assistance, as directed by the Laboratory Manager, or their delegate.

- To post billing charges for Laboratory services into the HSA CERNER system.
- To assist in the development and sustainability of the Quality Management System to ISO-15189 standards
- To adhere to professional codes of conduct and maintain patient confidentiality.
- To perform quality checks for all reagents, equipment, and supplies.
- To maintain valid records of Laboratory activities.
- To perform inventory of in-Lab reagents and replenish testing bench supplies daily and communicate the numbers to updating inventory logs and facilitate ordering of new supplies.
- To perform routine troubleshooting and respond to any malfunctioning instrumentation or consumables.
- To maintain a safe and clean Laboratory operating area.
- To safely handle and store chemicals of a volatile or hazardous nature including carcinogens and neurotoxic agents. Dispose of hazardous chemicals and biohazard waste.
- To effectively use project management and enterprise software such as Slack, Trello or Jira and Microsoft Office and the laboratory information management systems (LIMS).
- To handle sensitive and confidential information in a professional manner.
- To perform any other relevant duties that are assigned by the Laboratory Manager, or their delegate.
- To act as Fire Marshall, if assigned.

Qualifications, Expertise & Skills Requirement

Education & Experience

Minimum of a Bachelor's degree in one of the following: Molecular Biology, Biomedical Sciences, Medical Genetics, Microbiology, Molecular Pathology, Clinical Laboratory Sciences or in a related scientific field, which is expected to include a minimum of at least 3 months' Laboratory experience in a multidisciplinary Biomedical Science.

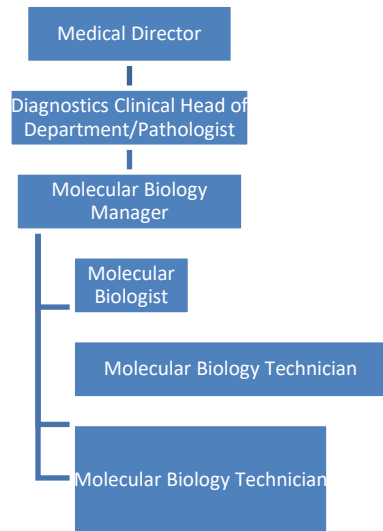
Specialized Knowledge, Skills, and Abilities

- Basic understanding of molecular diagnostic techniques (such as PCR, RT-PCR, ddPCR, NGS, Chromosomal Microarray).
- Good working knowledge of Microsoft Suite products, computers, computer networks and computer database management.
- Basic knowledge of ISO-15189 standards.
- Ability to read, speak and write English proficiently.
- Have a strong sense of ethics and moral respect for conducting professional work.

Professional Certification

The postholder should be eligible to be registered with a recognized and appropriate professional body which would allow for CPAM registration in the relevant discipline(s).

Reporting Relationship



Direct reports

The postholder has no supervisory responsibility.

Other Working Relationships

The postholder is expected to establish and maintain effective relationships with other HSA staff (e.g. Porters, Ward Staff, Pathology Laboratory Staff).

Decision Making Authority and Controls

The postholder has the authority and responsibility for processing and the interpretation (in limited circumstances) of received samples, subject to the successful and satisfactory completion of the relevant Laboratory training policies and procedures.

Working Conditions

The Laboratory operates between 7:30 to 20:00 daily. Extended hours, holidays and weekends may be required of the postholder, and they will be assigned to a shift/Rota as determined by the Laboratory Manager and therefore should be adaptable. The postholder will be exposed to corrosive chemicals and biohazardous materials and health and safety precautions of handling such materials must be strictly adhered to.

Physical Requirements

The job requires the postholder to be active, physically fit, the ability to distinguish colours and handle stress effectively, perform repetitive tasks and manual labour, when necessary.

Problem/Key Features

This post has significant pressures consisting of tight time constraints and workloads.

Evaluation Metrics

- Completed assigned training(s) within the designated timeframe(s).
- Successfully completed proficiency tests, if assigned.
- Timely maintenance of laboratory activity records.
- Number of patient samples processed, if assigned.
- Demonstrates consistent punctuality.
- Open communication with team members.
- Timely maintenance of laboratory supplies and reagents.
- Completion of validation/ verification studies, if assigned.
- Completion of special project(s), if assigned.

Approved by:	<i>Dr. Jefferson, Medical Director</i>
Date approved:	<i>29-March-2026</i>
Reviewed:	<i>28-March-2026</i>
Next Review	
Employee Signature:	
Date:	
Manager Signature:	
Date:	