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ABOUT ME

Results-driven oriented Scientist with extensive experience in medical laboratory operations, clinical trials, and scientific research. Proficient in designing, conducting, and analyzing clinical studies to support drug development, disease diagnostics, and therapeutic interventions. Skilled in utilizing advanced laboratory techniques, ensuring compliance with GLP, GCP, and regulatory guidelines (FDA, ISO 15189), and maintaining high-quality standards in clinical research.

Expertise includes:

- Clinical trial protocol development & implementation
- Laboratory testing, validation, and quality control
- Data analysis & interpretation
- Molecular biology & microbiology techniques
- Regulatory compliance & ethical considerations
- Scientific report writing & publication

Adept at collaborating with cross-functional teams, healthcare professionals, and regulatory bodies to drive innovative research and enhance patient outcomes. Passionate about advancing medical knowledge and contributing to evidence-based healthcare solutions.

WORK EXPERIENCE

01/10/2020 – 28/04/2024 Accra, Ghana

MEDICAL LABORATORY MANAGER CROSSROAD CLINIC

1. Operational Management

- Oversee Daily Operations :I ensure that laboratory processes run smoothly, including specimen collection, testing, and reporting.
- Staff Management: I recruit, train, and supervise laboratory personnel, including technologists, technicians, and support staff.
- Scheduling: Manage staff schedules to ensure adequate coverage and efficient workflow.

2. Quality Assurance and Compliance

- Regulatory Compliance: Ensure that the laboratory adheres to all relevant regulations and standards, such as those set by the WHO , ISO 15189:2022
- Quality Control: I implement and monitor quality control procedures to maintain the accuracy and reliability of test results.
- Accreditation: Prepare for and facilitate laboratory inspections and accreditation proc

3. Financial Management

- Budgeting: Develop and manage the laboratory budget, including forecasting expenses and revenues.
- Cost Control: Identify areas for cost reduction while maintaining quality services.
- Billing and Reimbursement: Oversee billing processes and ensure proper coding for laboratory services.

4. Technical Oversight

- Equipment Management: Ensure that laboratory equipment is properly maintained, calibrated, and updated as necessary.
- Method Development: Evaluate and implement new testing methods and technologies to improve laboratory services.
- Troubleshooting: Address technical issues and resolve problems that may arise during testing.

5. Collaboration and Communication



- Interdepartmental Coordination: Collaborate with other departments, such as nursing, radiology, and pathology, to ensure seamless patient care.
- Reporting Results: Ensure timely and accurate reporting of test results to physicians and other healthcare providers.
- Patient Interaction: Occasionally interact with patients or their families to explain laboratory procedures or results.

6. Education and Training

- Staff Development: Provide ongoing education and training for laboratory staff to keep them updated on new technologies and best practices.
- Student Training: Supervise and mentor students or interns from medical technology programs.

7. Research and Development

- Clinical Research: Participate in or oversee clinical research projects that involve laboratory testing.
- Innovation: Stay informed about advancements in laboratory medicine and implement innovative practices to enhance service delivery.

8. Data Management and Reporting

- Information Systems: Oversee the laboratory information management system (LIMS) to ensure accurate data entry and reporting.
- Statistical Analysis: Analyze laboratory data for trends and performance metrics to improve operations.

10/08/2018 – 26/09/2019 Accra, Ghana

CLINICAL ROTATION KORLEBU TEACHING HOSPITAL

1. Blood Bank

- Blood Collection and Processing: Assist in the collection of blood samples and the processing of blood products (e.g., red blood cells, plasma, platelets).
- Typing and Crossmatching: Perform ABO and Rh typing, as well as crossmatching to ensure compatibility between donor and recipient blood.
- Serological Testing: Conduct tests for infectious diseases (e.g., HIV, Hepatitis) in donor blood.
- Inventory Management: Help manage the inventory of blood products, ensuring proper storage and tracking of expiration dates.
- Documentation: Maintain accurate records of blood donations, testing results, and transfusion records.

2. Clinical Chemistry

- Sample Preparation: Prepare and analyze biological samples (e.g., blood, urine) for various chemical components.
- Instrument Operation: Operate and maintain laboratory instruments (e.g., analyzers) used for biochemical testing.
- Quality Control: Perform quality control checks to ensure the accuracy and reliability of test results.
- Result Interpretation: Assist in interpreting test results and understanding their clinical significance.
- Data Entry and Reporting: Enter results into the laboratory information system (LIS) and report findings to healthcare providers.

3. Microbiology

- Specimen Processing: Receive and process specimens (e.g., swabs, body fluids) for microbiological analysis.
- Culturing and Isolation: Perform culture techniques to isolate and identify microorganisms (bacteria, fungi, viruses).
- Antibiotic Susceptibility Testing: Conduct tests to determine the susceptibility of bacteria to antibiotics.
- Microscopic Examination: Use microscopy to examine specimens for the presence of pathogens.
- Infection Control: Assist in monitoring and reporting infectious disease outbreaks and antimicrobial resistance patterns.

4. Immunology

- Serological Testing: Perform tests to detect antibodies or antigens related to autoimmune diseases, infections, and allergies.
- Quality Assurance: Implement quality control measures to ensure the reliability of immunological assays.
- Data Analysis: Analyze and interpret immunological test results, providing insights into patient conditions.
- Patient Interaction: Occasionally interact with patients to explain procedures or collect samples.
- Research Participation: Assist in research projects related to immunological testing and disease mechanisms.

5. Cytology

- Sample Preparation: Prepare cytological specimens (e.g., Pap smears, Urine cytology) for microscopic examination.
- Microscopic Examination: Examine slides for cellular abnormalities, including cancerous and precancerous changes.
- Documentation: Accurately document findings and prepare reports for pathologists.
- Quality Control: Participate in quality assurance programs to ensure the accuracy of cytological diagnoses.



- Collaboration: Work closely with pathologists and other healthcare professionals to discuss findings and implications for patient care.

16/10/2014 – 28/04/2020 Accra, Ghana

LABORATORY MANAGER MANNA MISSION HOSPI TAL

1. Laboratory Manager

Responsibilities:

- Supervision and Leadership: I oversee the daily operations of the laboratory, including staff management, scheduling, and performance evaluations.
- Quality Control: Implement and monitor quality control procedures to ensure accurate and timely laboratory test results.
- Regulatory Compliance Ensure that the laboratory complies with national and local regulations e.g(FDA.ISO15189:2022) and accreditation standards.
- Budget Management: Manage the laboratory budget, including cost control and resource allocation.
- Equipment Oversight: Maintain laboratory equipment and oversee purchasing and maintenance of supplies.
- Training and Development:Ensure that laboratory personnel are well-trained and updated on protocols, procedures, and best practices.

2. Operations Manager

Responsibilities:

- Operational Efficiency: Oversee the day-to-day operations of the hospital, ensuring services are delivered effectively and efficiently.
- Strategic Planning: Work with executive leadership to develop and implement operational strategies aimed at improving patient care and operational performance.
- Resource Allocation: Manage staff, schedules, and budgets to optimize the use of resources across various departments.
- Process Improvement: Identify and implement process improvements to streamline workflows and enhance service delivery.
- Collaboration: Facilitate communication and collaboration between departments to ensure cohesive operations and a focus on patient care.
- Performance Monitoring: Analyze operational metrics to identify trends and areas for improvement.

3. Safety Manager

Responsibilities:

- Safety Protocols: Develop, implement, and monitor safety protocols and policies to ensure a safe environment for patients, staff, and visitors.
- Risk Assessment:Conduct regular risk assessments and safety audits to identify potential hazards and implement corrective actions.
- Training Programs: Provide training and resources to staff on safety practices, emergency procedures, and workplace safety.
- Incident Management: Oversee the investigation and documentation of safety incidents or accidents and ensure compliance with reporting standards.
- Emergency Preparedness: Develop and maintain emergency preparedness plans and conduct drills to prepare for various scenarios (e.g., natural disasters, pandemics).
- Regulatory Compliance: Ensure compliance with safety regulations and standards, such as OSHA and other relevant health and safety guidelines.

4. Quality Manager

Responsibilities:

- Quality Assurance: Design and manage quality assurance programs to guarantee that high standards of care are maintained throughout the hospital.
- Policy Development: Develop policies and procedures that adhere to best practices and regulatory requirements in healthcare quality.
- Performance Improvement: Implement quality improvement initiatives that focus on improving patient outcomes and satisfaction.
- Data Analysis: Collect and analyze data related to quality metrics, patient safety incidents, and care processes to identify areas for improvement.
- Staff Education: Provide training and education on quality standards and practices to staff at all levels within the hospital.
- External Reporting: Prepare reports for regulatory bodies and external agencies regarding quality performance and accreditation status.



16/06/2010 – 04/10/2011 Kpong, Ghana

QUALITY CONTROL OFFICER GHANA WATER COMPANY

1. **Quality Assurance:** Developing and implementing quality control processes to ensure that the water treatment, distribution, and testing meet established standards.
2. **Testing and Monitoring:** Regularly conducting tests on water samples to check for contaminants and ensure compliance with health and safety regulations. This includes physical, chemical, and microbiological testing.
3. **Compliance with Standards:** Ensuring that all operations comply with national and international quality standards, such as those set by the World Health Organization (WHO) and the Ghana Environmental Protection Agency.
4. **Documentation and Reporting:** Maintaining accurate records of water quality testing and preparing reports for management. This includes documenting findings, anomalies, and corrective actions taken.
5. **Process Improvement:** Identifying areas for improvement in water treatment processes and recommending changes to enhance quality.
6. **Training and Education:** Conducting training sessions for staff on quality control procedures and best practices to maintain high standards of water quality.
7. **Investigation of Complaints:** Addressing customer complaints or feedback regarding water quality and conducting investigations to resolve issues.
8. **Coordination with Regulatory Bodies:** Collaborating with relevant agencies and health departments to ensure compliance with regulatory requirements and to stay updated on changes in water quality standards.
9. **Equipment Maintenance:** Overseeing the maintenance and calibration of laboratory and testing equipment to ensure accurate results.
10. **Emergency Response:** Developing and implementing contingency plans for emergencies related to drinking water quality, such as contamination incidents.

09/09/2012 – 29/08/2013 Accra, Ghana

LABORATORY TECHNOLOGIST GHANA ATOMIC ENERGY COMMISSION

Roles and Responsibilities

1. **Sample Collection and Preparation:**

- Collecting environmental samples (e.g., soil, water, air) for nuclear and chemical analysis.
- Preparing samples for analysis ensuring they are processed correctly to meet laboratory standards.

2. **Analytical Testing:**

- Conducting laboratory analyses using various techniques including spectroscopy, chromatography, and radiological measurements.
- Analyzing samples for radioactive isotopes and chemical contaminants to assess environmental impact.

3. **Instrument Operation and Maintenance:**

- Operating advanced laboratory equipment, such as gamma spectrometers, liquid scintillation counters, and mass spectrometers.
- Performing routine maintenance and troubleshooting on lab equipment to ensure optimal functioning.

4. **Data Collection and Analysis:**

- Recording and interpreting experimental data accurately and precisely.
- Employing statistical software and techniques to analyze data trends and report findings.

5. **Research and Development:**

- Assisting in research projects focused on nuclear chemistry applications and environmental concerns related to nuclear materials.
- Collaborating with scientists and researchers to develop new methodologies for analysis.

6. **Quality Control and Assurance:**

- Implementing quality control measures and protocols to ensure data integrity and reliability.



- Participating in laboratory accreditation processes and external audits.

7. Health, Safety, and Compliance:

- Ensuring compliance with safety regulations and protocols regarding the handling of radioactive materials.
- Participating in regular safety training and emergency preparedness drills.

8. Documentation and Reporting:

- Maintaining detailed laboratory records, including experimental procedures, results, and compliance with regulations.
- Preparing technical reports and presenting findings to stakeholders and team members.

9. Training and Supervision:

- Training junior staff, interns, or new hires in laboratory techniques and safety procedures.
- Supervising laboratory assistants and ensuring workflow efficiency.

10. Public Communication and Outreach:

- Engaging with the community on issues related to nuclear safety, environmental monitoring, and the benefits of nuclear technology.
- Assisting in public information campaigns and educational programs about the environmental impact of nuclear activities.

● **EDUCATION AND TRAINING**

12/01/2020 – 31/07/2022 Tamale, Ghana

DOCTORATE DEGREE University for Development Studies

09/04/2016 – 07/07/2018 Accra, Ghana

BACHELOR OF SCIENCE Radford University College

Field of study Medical Laboratory Technology

04/09/2009 – 23/10/2013 Accra, Ghana

HIGHER NATIONAL DIPLOMA Accra Technical University

● **MANAGEMENT AND LEADERSHIP SKILLS**

Greater Accra Youth coordinator for the medical laboratory professional workers union

1. Advocacy for Youth Issues : Act as a liason between the younger members and the union identifying issues that particularly affect younger workers ,such as job security , career advancement , work life balance ,and opportunities for career progression.
- 2.Organising Events and Activities : Organise professional development workshops, and networking events to help young laboratory professionals enhance their skills.
- 3.Maintaining Engagement : Using social media and other communicating channels to keep members informed about union updates
- 4.Developing Leadership skills : Mentoring young capable members to take up leadership roles within the union

● **REFERENCE**

01/10/2014 – 16/04/2024

Medical Director

Dr. Ninette Hayibor
+233244293350

06/06/2022 – 01/01/2024

Health Administrator

Mr. Seth Hortsoe
+233205967750



● **RESEARCH WORK**

Comparing the levels of hepatitis B surface antibody among vaccinated and non-vaccinated individuals in the Greater Accra of Ghana

Assessing the levels of lead and cadmium from the kpong water works intake point and across the various distribution lines
