

Immunohistochemical (IHC) Technician

The IHC technician, working under supervision of an IHC Scientist and/or lab management, is responsible for planning and conducting IHC, immunofluorescent (IF), and in-situ hybridization (ISH) staining and testing, in accordance with established standards and procedures, using an automated staining platform. They will conduct background research, manage workflows to complete studies within requested timelines, and maintain accurate, detailed records of work conducted and results generated. The individual will independently design, troubleshoot and optimize IHC protocols for numerous targets in a variety of species and tissue types. They are responsible for QC, through full assessment of antibody accuracy and quality staining of appropriate tissue sections, as dictated by each applicable work order and/or study protocol.

The IHC technician is expected to clearly and professionally communicate scientific and technical information, methods and results, as well as study progress and timelines, to colleagues and clients. The applicant will demonstrate reliability and accountability, consistency, attention to detail, good interpersonal skills, and the desire and ability to work successfully in a team environment.

Other duties include cleaning of the workstation, assisting with overall neatness and organization of the department, taking and assessing inventory based on the schedule, disposal of biological waste, understanding and adherence of compliance and operational procedures.

Examples of Work Conducted and Expectations for This Role:

- Plan, program, and execute reagent preparation and IHC slide staining, using automated Leica Bond RX and RXm autostainers.
- Communicate progress, methods and results with other departments, and tailor study methods to clients' specific research goals.
- Conduct antibody, protein target and protocol-related background research including evaluation of commercial product spec sheets, review of relevant published literature and other available resources.
- Critically evaluate antibody targets, control tissues and detection reagents to ensure proper experimental design, including use of appropriate positive and negative controls.
- Ensure all chemicals and samples are stored in appropriate conditions, are not expired, and are properly disposed of or recycled as needed.
- Clean, maintain, and troubleshoot IHC department equipment and properly document these activities.
- Maintain accurate and detailed records of work conducted, protocol parameters and staining results, and timelines.
- Conform to all Standard Operating Procedures (SOPs), GLP regulations, and safety requirements, as applicable.
- Accept and perform other duties, as assigned.

This description is intended as a summary and describes the general level and type of work being conducted; it is not all-inclusive of specifics or every activity within the role. The duties currently outlined for this position may change from time to time and/or based on business and the client's

needs. We reserve the right to add or remove responsibilities, at the discretion of the supervisor and/or hiring authority and will communicate all such changes prior to our expectation the changes occur.

Minimum Qualifications:

- An Associate's degree in molecular biology or related scientific field from an accredited institution.
- Knowledge of lab safety and usage of lab equipment such as centrifuges, air-displacement pipets, microscopes, etc.

Substitution: Education requirement may be substituted for comparable work experience in an IHC laboratory (Minimum of one year).

Preferred Qualifications:

- Immunohistochemistry Certification (QIHC, ASCP) or eligibility for and interest in obtaining certification.
- Basic understanding of immunology, cell types and expressions.
- Experience using complex laboratory equipment and staining systems.
- Understanding of medical terminology, mammal anatomy and physiology.
- Experience using non-IHC molecular techniques.
- Experience cleaning and maintaining a laboratory environment and lab equipment.
- Knowledge of and experience with implementing GLPs.

Competencies/Knowledge, Skills and Abilities:

- Highly motivated individual looking to pursue a career in IHC/ISH.
- Willingness and ability to establish rapport with persons of diverse backgrounds, skillsets, and experience and expertise.
- Agreeing and consistent demonstration that customer satisfaction and quality of work are high priorities.
- Self-starter who demonstrates the ability to work individually with minimal supervision but is also willing to take direction and work well as part of a team.
- Ability to identify and resolve complex problems.
- Ability to listen well, to understand and follow protocols and other written instructions with confidence and accuracy.
- Ability to organize and manage multiple projects and carry a diverse workload, while also meeting deadlines.
- Must possess a friendly and professional demeanor.
- Should be very motivated, quick to learn, have good attention to detail, excel in time management, and have excellent written and verbal communication skills.
- Proficient in Microsoft Word and Excel.

Salary and Benefits:

The salary range for this position at time of hiring is \$28/hour - \$32/hour and will be based on experience, education, aptitude, certifications and personal presentation. A full, robust benefits package and work flexibility are included.