

2017 #35

September 29, 2017

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## Study Indicates No Advantage to Transfusion of Younger Red Blood Cells

A multinational randomized study appearing in the *New England Journal of Medicine* suggests no advantage exists when transfusing younger red blood cells (RBCs). The TRANSFUSE study conducted in Australia, Saudi Arabia, New Zealand, Finland, and Ireland included 4,994 patients in 59 intensive care units who were randomized to receipt of the freshest compatible leukoreduced RBCs available or to standard issue, and 4,919 were included in the primary analysis (mortality at 90 days). The groups were well matched across all demographic and clinical characteristics, including primary diagnosis, ABO group, and two validated severity of illness indices (SOFA and APACHE III).

Patients in the fresh group received RBCs 11.8±5.3 days old (mean and standard deviation) compared to 22.4±7.5 days in the standard issue group. There was no difference in the primary outcome, 24.8 percent in the ‘fresh’ vs. 24.1 percent in the longer storage cohort, nor in multiple secondary outcomes (a small difference favoring older was present for febrile transfusion reactions). Subgroup analyses were similar.

ABC Chief Medical Officer Louis Katz, reviewing the study, offered the following perspective:

*We now have a multiplicity of randomized controlled trials addressing the clinical impacts of fresher vs. older RBCs in infants, children and adults with a broad range of clinical conditions. None has demonstrated clinically important differences based on storage duration using contemporary components. Should we stop studying this question? Further large trials that enroll diverse clinical populations appear to be of limited value.*

*That said, the number of patients who have received RBCs at 35 days of storage and beyond is relatively small, and one might justify a trial specifically aimed to assess their effects. Further, if investigators maintain there are specific subsets of patients who might benefit from fresher RBCs, and provide a biologically plausible hypothesis for their concerns, there may be further trials to complete. At this point, there does not appear to be any strong rationale for preferring RBCs from early in storage.*

**Citation:** Cooper D.J., McQuilten, Z.K., Nichol, A., *et al.* Age of red cells for transfusion and outcomes in critically ill adults. *N. Engl. J. Med.* 2017. doi: 10.1056/NEJMoA1707572. ♦



## OUR SPACE

**Steve Morales; Director, IT Services, Hoxworth Blood Center**

### Challenges: A (not so) Unique Conundrum

I think each of us in our chosen industries believes the challenges we face are new and unique, until we are presented with the opportunity to join our peers in industry groups, which yields exceeding comfort to know our colleagues are often facing similar issues. The ABC Information Technology (IT) Workshop remains an industry-based meeting I make a point of never missing. This workshops never disappoints!

I find solace in the fact that I'm not alone in the challenges that I encounter on a regular basis. However, I still catch myself believing at times that I am encountering a situation that is unique to me. For instance, when looking down in my office only to discover a survey that has landed on my desk (it is late as I'm usually bombarded the first of the year)– Semantics or Terminology. To me (uniquely, I'm sure) terms specific to the blood industry are inconsistent between blood centers, hospitals and industry-based organizations.

For example, what do you consider a successful donation/collection event? To the call center staff, is it a successful appointment? To the donor center staff, is it the successful registration (e.g., no deferral)? To the phlebotomists is it a successful stick? To the production staff, is it the successful creation of a component? To the finance folks, is it the successful sale of a component (e.g., with no credits for returns)? To the product distribution staff, is it the successful delivery of product? To the medical director, our regulatory and quality assurance folks, is it a successful transfusion with no reactions?

I cannot help but think, there must be a document somewhere for GABCT (generally accepted blood center terms) and I must be alone in being unable to locate its existence and whereabouts. If not, would we be asking too much to come up with such a document?

I am happy to lead the charge, at least I like to think that. Then I see the confusion associated with the one term I used for this article and the hundreds more like it that exist. At that time, I would rather broker a healthcare deal between the republicans and democrats in Congress...okay, perhaps not. For now, the terms to me are whatever our good folks at AABB want them to be for this survey...now just to figure *that* out.. 💧

*Steve Morales*

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ABC is an association of not-for-profit, independent community blood centers that helps its members provide excellence in transfusion medicine and related health services. ABC provides leadership in donor advocacy, education, national policy, quality, and safety; and in finding efficiencies for the benefit of donors, patients, and healthcare facilities by encouraging collaboration among blood organizations and by acting as a forum for sharing information and best practices.

#### **America's Blood Centers**

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## INSIDE ABC

*The programs and services described in the Inside ABC section are available to ABC member blood centers and their staff only, unless otherwise specified.*

### **ADRP Donor Hemovigilance Webinar**

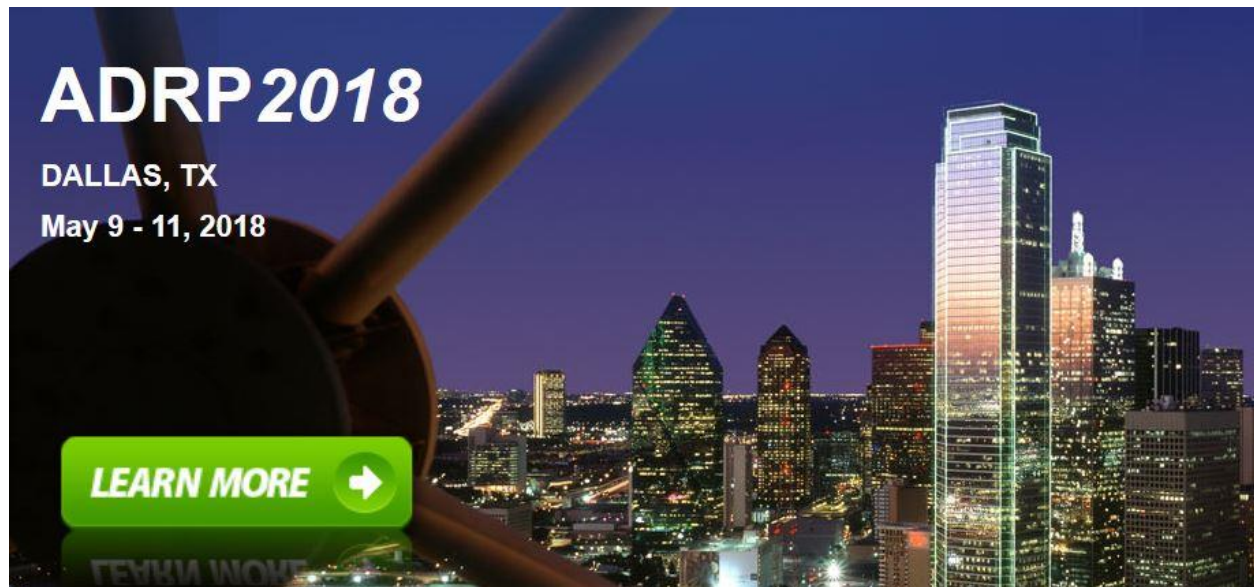
[Register](#) for the upcoming October 17<sup>th</sup> [ADRP](#) webinar: “Using Donor Hemovigilance to Improve Donor Care and Safety” scheduled to take place at 2 p.m. ET. AABB’s Senior Director of Research Barbee Whitaker, PhD will be presenting with the stated objectives of: how to define donor hemovigilance; how donor hemovigilance informs us about donor safety; and how donor hemovigilance can be used by blood collectors. Additionally, the attendees will hear about the development of the U.S. donor hemovigilance program and receive the latest data from the program’s reports. ADRP subscribers may register for free, while non-subscribers can attend for \$25. Please contact [Steve Bolton](#) for additional information. Become an [ADRP subscriber](#) today.

#### **SAVE THE DATE**

#### **ABC SMT Journal Club Webinar**

**November 28, 2017 at 1 PM ET**

*Additional details coming soon!*



### **REMINDER: Participate in BARDA Blood Supply Sustainability Modeling**

ABC members are urged to take part in the Biodefense Advanced Research and Development Authority (BARDA) efforts that aim to provide sustainability/resiliency modeling estimates that the RAND report lacked. This will be part of the larger effort being spearheaded by the Advisory Committee on Blood and Tissue Safety and Availability and the Blood, Organ, and Tissue Senior Executive Council (BOTSEC) to

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### INSIDE ABC (continued from page 3)

ensure appropriate responses to the issue of sustainability moving forward. Additional details are available in [MCN: 17-067](#) and the modeling spreadsheets can be found [here](#). At this time, we are only collecting RBC data—no platelet, plasma or other components. ABC will ensure that all data provided is anonymized. Please contact ABC Chief Medical Officer and Interim CEO [Louis Katz](#) with any questions or for additional information. 💧

## RESEARCH IN BRIEF

**In an effort to reduce red blood cell (RBC) waste, the Department of Pathology and Laboratory Medicine at the Wake Forest University School of Medicine undertook a study to measure the effectiveness of implementing a blood cooler insert with radio frequency identification (RFID) trackers, when coupled with educational initiatives.** The blood bank previously used standard picnic-style coolers, which were validated to maintain storage temperature of 1 to 6 degrees Celsius for five hours, to issue RBC products. They added the use of a thermal isolated chamber in a new cooler that was capable of maintaining the 1 to 6 degrees Celsius range for a minimum of 16 hours, though the center only validated for 10 hours. Each cooler contained an RFID device integrated with existing institutional infrastructure to track equipment. An educational initiative was implemented to train staff on the new equipment and proper blood storage. This became part of annual competence training. The RFID technology allowed real-time tracking of all coolers within the hospital which, together with the longer storage and training, enabled a fourfold reduction in RBC wastage from 0.64 percent to 0.17 percent. Over three years, this reduction realized a savings of \$167,844. While this system does not eliminate all RBC wastage due to other causes, it did eliminate an easily controlled reason—units being left in the coolers too long. It also provided a wealth of information related to blood utilization on the movement of blood and coolers throughout the hospital.

**Citation:** Fadeyi, E.A., Emery, W., Simmons, J.H., Jones, M.R., and Pomper, G.J. Implementation of a new blood cooler insert and tracking technology with educational initiatives and its effect on reducing red blood cell wastage. *Transfusion*. 2017 doi:10.1111/trf.14234 💧

## BRIEFLY NOTED

**The National Institutes of Health's [All of Us](#) Research Program is set to embark on recruiting 1 million individuals for a study into disease prevention and treatment utilizing precision medicine, which focuses on individualized care for patients incorporating their uniqueness (including a person's genetic makeup and environmental factors impacting their health) into specifically tailored treatments.** Currently, pilot testing is ongoing with over 2,500 individuals participating with a national launch and enrollment slated for spring 2018. ABC members BloodCenter of Wisconsin and San Diego Blood Bank are part of the pilot program. The Precision Medicine Initiative materialized in 2016 when former President Barack Obama allocated \$130 to NIH with the stated goal of bringing precision medicine to all in the U.S.

(Source: *Associated Press*, [Wanted: 1 Million People to Study Genes, Habits and Health](#), 9/25/17)

**During promotion for the next film in the “Saw” franchise, Lionsgate unveiled an advertising campaign entitled “[All Types Welcome](#)” bringing attention to the FDA's 12-month deferral criteria for men who have had sex with men (MSM).** The campaign features eight influencers, with significant LGBT followings, dressed as nurses promoting blood donation for upcoming Halloween-themed drives beginning October 5<sup>th</sup> spanning 25 cities leading up to the film's release on October 27<sup>th</sup>. Blood drives have been previously held in conjunction with promotion of past premieres of films from the “Saw” franchise. ABC members can find talking points on [MSM here](#).

(Source: *New York Times*, [Movie's Ads Protest Rules Restricting Gay Men from Donating Blood](#), 9/24/17) 💧



## REGULATORY NEWS

The American Society for Apheresis (ASFA) notified ABC late last week that the August 24<sup>th</sup> announcement from the National Government Services (NGS) regarding *Coverage for Therapeutic Pheresis Procedures – NCD 110.14* had been “retracted.” Prior to the retraction, NGS’ interpretation of regulations from the Centers for Medicare & Medicaid Services would have required a physician to be present in person for therapeutic apheresis services. AFSA issued a statement expressing appreciation for both “intersociety collaboration to address the issue” and “the willingness of NGS to both understand our concerns and to definitively address them.”

(Source: American Society for Apheresis [Announcement](#), 9/22/17) ♦



### THE DIFFERENCE OF **SIMPLIFIED FLOW CYTOMETRY**

The new BD FACS Via™ System is an easy-to-use clinical flow cytometry solution designed for simplicity and excellence in residual white blood cell enumeration. Click here for more information about the BD FACS Via™ System.



## INFECTIOUS DISEASE UPDATES

**St. Louis encephalitis virus (SLEV) possibly transmitted by a transfusion.** Authors from the Centers for Disease Control and Prevention, Maricopa County, the Mayo Clinic, and Arizona Department of Health have reported a kidney transplant patient with St. Louis encephalitis in 2015 who had no apparent risk for usual vector-borne transmission. SLEV, a Flavivirus related to West Nile, has been recognized in the U.S. since the 1930s, causing sporadic cases and occasional outbreaks. Arizona had an outbreak in 2015, and the Maricopa County patient in this case report was extensively interviewed, had minimal outdoor exposure and it was felt very unlikely that the infection was mosquito transmitted. The organ donor and other recipients and blood donors to the index case were tested for SLEV. Neither the organ donor nor the three other organ recipients had evidence of infection, but one of four blood donors had positive serology. Mosquito

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## INFECTIOUS DISEASE UPDATES (continued from page 5)

surveillance found no infected pools near the recipient's residence. Virus isolates were not available from the blood donor or the infected patient, so viral sequence comparisons could not be performed. The authors' appropriately conservative conclusion was that "health providers and public health professionals should maintain heightened awareness for St. Louis encephalitis virus transmission in settings where outbreaks are identified."

**Citation:** Venkat H., Adams L., Sunenshine R. *et al.* St. Louis encephalitis virus possibly transmitted through blood transfusion—Arizona, 2015. *Transfusion*. September 14, 2017, doi: 10.1111/trf.14314.

**An antibody that prevents dengue virus infection protects against Zika virus (ZIKV) in mice.** The study published in *Nature Immunology* consisted of nonpregnant adult mice receiving the ZIKV. The mice received the EDE1-B10 antibody at intervals of one, three, or five days after inoculation with ZIKV. Control mice were administered placebo after inoculation. All the mice given EDE1-B10 within three days of infection were protected from lethality and had reduced levels of ZIKV in brain, testis and preserved sperm counts. The authors state that "EDE1-B10 not only neutralizes the dengue virus but, in mice, protects both adults and fetuses from Zika."

**Citation:** Fernandez, E. *et al.* Human antibodies to the dengue virus E-dimer epitope have therapeutic activity against Zika virus infection. *Nature Immunology*, published online September 25, 2017; doi: 10.1038/ni.3849 ♦

### We Welcome Your Letters

The *ABC Newsletter* welcomes letters from its readers on any blood-related topic that might be of interest to ABC members. Letters should be kept relatively short and to the point, preferably about a topic that has recently been covered in the *ABC Newsletter*. Letters are subject to editing for brevity and good taste. Please send letters to the Editor at [newsletter@americasblood.org](mailto:newsletter@americasblood.org) or fax them to (202) 393-1282. Please include your correct title and organization as well as your phone number. The deadline for letters is Wednesday to make it into the next newsletter.

## WORD IN WASHINGTON

Senate Republicans failed this week to gain the needed support to pass a healthcare reform proposal authored by Senators Lindsay Graham (R-S.C.) and Bill Cassidy, MD (R-La.). Next steps for broad reform are unclear at this point in time, with the option to use the budget reconciliation process, which would have lowered the threshold of votes needed, expiring at the end of this month. House and Senate leaders must now separately address a number of other healthcare items in the coming months, including the Children's Health Insurance Program (CHIP), which expires September 30<sup>th</sup>, and a number of Affordable Care Act (ACA) taxes, including the ABC-opposed Medical Device Tax that expires at the end of the year.

### BREAKING NEWS: HHS Secretary Tom Price, MD Resigns

Tom Price, MD, secretary of the Department of Health and Human Services has resigned. Don Wright will be the acting secretary. Dr. Price's resignation follows scrutiny into his spending more than \$1 million of taxpayer funds on luxury travel accommodations, and the inability of Republicans to repeal the Affordable Care Act earlier this week. Additional coverage and details to follow in next week's issue.

(Source: *AXIOS*, [Tom Price Resigns](#), 9/29/17) ♦



# Learn ♦ Grow ♦ Lead Shed Light on Your Future



## This Month's Featured API Resources

**1. Jerry Haarmann Leadership Program**

Six courses on leading teams

"This course gave me many ideas on how to work with the team in my department as well as working with other teams outside my department."

- API pilot participant

**2. Strategic Leadership Program**

Six courses on change management and communication challenges

## Effective Leadership: How Do You Rate?

Check your leadership effectiveness by answering yes or no to the following questions:

- Do you know exactly what you want employees to understand, think, and do in response to your communications?
- Are trust and commitment part of your team's DNA?
- Do you know what motivates your employees?



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## PEOPLE

The Alliance for Community Transfusion Services (ACTS) announced that Nelson Hellwig will become its next Chief Executive Officer, following the retirement of Bobby Grigsby at the end of the year. "Nelson is a proven leader who has the talent, knowledge, and vision to lead the organization," said Mr. Grigsby as he closes out a 43-year career in blood banking. Mr. Hellwig has previously worked as the Chief Financial Officer of CrescentCare Health and The Blood Center (New Orleans). "I am honored to lead this organization in its mission of helping members in fulfilling their role as successful independent blood centers in the communities they serve," said Mr. Hellwig, whose son received a liver transplant last year that required the use of platelets, plasma, and red blood cells.



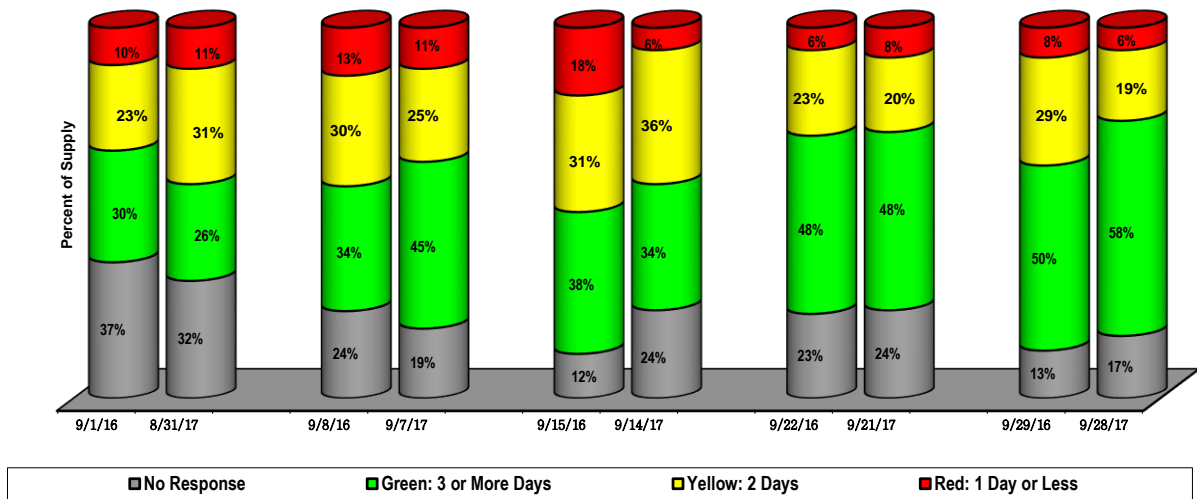
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PEOPLE (continued from page 7)

“I always knew the important role that blood centers played in healthcare, but after having this personal experience, it’s given me a renewed passion and dedication for the amazing work done by blood centers,” he added. Mr. Hellwig received a B.S. in Finance from Southern Illinois University and his Masters of Business Administration from the University of New Orleans. ♦

(Source: Alliance for Community Transfusion Services Announcement, 9/25/17)

**STOPLIGHT®: Status of America’s Blood Centers’ Blood Supply**



The order of the bars is (from top to bottom), red, yellow, green, and no response

**GLOBAL NEWS**

A UK High Court recently ruled that victims and the families of individuals that received tainted blood products in the 1970s and 1980s may seek damages. This ruling follows a July public inquiry ordered by British Prime Minister Theresa May. A report issued by Parliament found close to 7,500 patients had been infected with hepatitis C or HIV, many of whom were relying on clotting factor treatments for hemophilia.

(Source: *BBC News*, “[Contaminated Blood: Victims Can Launch Court Damages Action](#), 9/26/17) ♦

**COMPANY NEWS**

AdvaMed and the China Association for the Medical Devices (CAMDI) Industry announced this week “ a cooperation framework agreement to spur innovation by promoting cooperation between innovators” in each country. As a part of the agreement, both organizations will work collaboratively in strengthening medical device competition, while improving the capabilities of research and development. “Our agreement

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COMPANY NEWS (continued from page 8)

represents a win-win for CAMDI and AdvaMed members, but most importantly for patients as we continue to strengthen ties to help ensure access to advance medical devices, diagnostics and therapies that will save more lives and improve quality of life,” said AdvaMed President & CEO Scott Whitaker.

(Source: *MassDevice*, [AdvaMed Inks Cooperation Agreement with China’s Medtech Association](#), 9/26/17) ♦

### CALENDAR

*Note to subscribers: Submissions for a free listing in this calendar (published in the last issue of each month) are welcome. Send information to Leslie Maundy by e-mail ([лмаundy@americasblood.org](mailto:лмаundy@americasblood.org)) or by fax to (202) 393-1282. (For a more detailed announcement in the weekly “Meetings” section of the newsletter, please include program information.)*

#### 2017

- Oct. 7-10. **AABB Annual Conference, San Diego, Calif.** More information and registration [here](#).
- Oct. 19-20. **Austrian Red Cross Content Marketing Workshop, Vienna, Austria.** [Email](#) for more information.
- Oct. 25-26. **MedTech Coverage, Coding, & Reimbursement Workshop, San Diego, Calif.** Find out more [here](#).
- Oct. 25-28. **National Sickle Cell Disease Association Convention, Atlanta, Ga.** Register [here](#).
- Nov. 2. **AdvaMed Cybersecurity Summit, Washington, D.C.** For more information and to register, click [here](#).
- Nov. 8-10. **10<sup>th</sup> World Federation of Hemophilia Global Forum, Montreal, Canada.** For more information and to register, click [here](#).
- Dec. 9-12. **American Society of Hematology Annual Meeting & Expo., Atlanta, Ga.** Register [here](#).

#### 2018

- Feb. 5-7. **14<sup>th</sup> Annual FDA and the Changing Paradigm for HCT/P Regulation, Alexandria, Va.** Register [here](#).
- Mar. 17-19. **ABC Annual Meeting, America’s Blood Centers, Scottsdale, Ariz.** More details available [here](#).
- May 9-11. **ADRP Conference & Expo., Dallas, Texas.** More details [here](#). ♦

### CLASSIFIED ADVERTISING

Classified advertisements, including notices of positions available and wanted, are published free of charge for a maximum of three weeks per position per calendar year for ABC institutional members. There are charges for non-members: \$139 per placement for *ABC Newsletter* subscribers and \$279 for non-subscribers. A six (6) percent processing fee will be applied to all credit card payments. Notices ordinarily are limited to 150 words. To place an ad, contact Leslie Maundy at the ABC office. Phone: (202) 654-2917; fax: (202) 393-1282; e-mail: [лмаundy@americasblood.org](mailto:лмаundy@americasblood.org).

### POSITIONS

**Director, Donor Recruitment.** LifeStream (San Bernardino, Calif.) located 60 miles east of Los Angeles and 50 miles west of Palm Springs, seeks qualified applicants for its Director, Donor Recruitment position. This position is

responsible for developing and directing the blood center’s donor recruitment department/plans to achieve

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**POSITIONS** (continued from page 9)

collection goals. Scope of responsibilities includes oversight of all mobile and fixed site recruitment. Requires the ability to oversee the daily operations, as well as strategically work toward the long term goals. Must be able to facilitate all operational activities related to recruitment of donors and management of recruitment staff within the expected budget guidelines. Must be an effective leader and have the ability to adapt to change. Excellent salary (with bonus program) and benefits including relocation package. Bachelor's degree required. Demonstrated experience in sales/territory management skills, strong leadership and team building skills, excellent verbal and written communication and public speaking skills and computer literacy. Prior blood center experience preferred. Minimum three years management experience. Successful candidate must demonstrate ability to work closely with Marketing and Collections Managers/Directors to facilitate efficient and effective blood drives. This position reports to the vice president of Operations. LifeStream is an Equal Opportunity Employer, M/F/D/V. Apply online at <https://www.lstream.org/open-positions/>.

**Medical Technologists.** Medical Technologists opportunities available! If you've always wanted to live near the beautiful beaches in Florida, OneBlood is currently recruiting in Panama City, FL. OneBlood has a great benefits package that includes a Student Loan Repayment Program, a FREE medical insurance option, license reimbursement, competitive shift differentials, and much more. Our Medical Technologists perform basic through advanced testing procedures on patient and/or donor samples and interpret results in accordance with regulatory guidelines and organizational policies and procedures. Applicants must have a valid/current Florida Clinical Laboratory Technologist license, or eligible, in Immunohematology or Blood Banking. Apply [here](#) to join our team of dedicated professionals with a mission to save lives. OneBlood, Inc. is an Equal Opportunity Employer/Vet/Disability.

**Associate Director.** Mississippi Valley Regional Blood Center (MVRBC) is looking for a progressive and experienced leader to become an integral part of our team. Our Inventory Management Department (IMD) has a full time Associate Director opportunity available located at our corporate headquarters in Davenport, Iowa. IMD provides direct customer service to our hospital clients maintaining blood product inventory levels and fulfilling orders. As a part of the management team, the Associate Director will demonstrate effective and consistent leadership qualities in the pursuit of excellence. This position

will also collaborate with internal departments and leaders to achieve goals and implement strategic initiatives. The ideal candidate will have a strong demonstrated history of progressive management/supervisory experience in a sales, customer service and/or logistics field. Strong problem solving and critical thinking skills regarding client product delivery, a strong understanding of standard operating procedures (SOP's) and following guidelines is expected. Experience in a medical or regulated field or experience with routine inspections from regulated agencies, such as FDA, is preferred. The candidate should have previous sales/marketing experience or demonstrative customer service interactions (B2B). Bachelor's degree or equivalent in a related field is preferred. Equal Opportunity Employer: Minorities, Women, Veterans, Disabilities. To apply click [here](#).

**Director of Donor Recruitment.** Do you have a passion for community service, leadership and sales? Are you a goal-oriented people person? Arkansas Blood Institute is seeking qualified candidates for director of Donor Recruitment in the Little Rock area. This is a vital and rewarding position that will play a key role in expanding our footprint and sharing our lifesaving mission in Central Arkansas. Arkansas Blood Institute is part of one of the fastest-growing independent blood centers in the U.S., providing blood to more than 30 hospitals in Arkansas, including four major hospitals in Little Rock. Arkansas is home to 52 state parks set on gorgeous mountains, lakes, streams and forests. Little Rock is beautifully located along the Arkansas River and has more than fifteen miles of scenic riverfront, cultural and historic attractions, entertainment and world-class dining. Qualifications: Three to five years of work experience directly related to blood banking. Associate's degree is required, bachelor's degree preferred. Benefits: Arkansas Blood Institute offers a competitive salary, excellent benefits package including health, dental, vision, and life insurance, 401(k), paid time off, and a relocation package for candidates who do not reside in the Little Rock area. Apply online only at: <http://arkbi.org/careers/> EEO M/F/D/V/Drug Free Work Environment

**Assistant Director of Donor Recruitment & Marketing.** The Central California Blood Center (CCBC) seeks qualified candidates for the position of assistant director of Donor Recruitment and Marketing. Reporting to the director of Donor Recruitment and Marketing. This position will be responsible to champion the CCBC strategic and marketing plans to achieve annual blood collection goals in both fixed site/automated collection locations as well as mobile/field drives. Requires an effective leader

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**POSITIONS** (continued from page 10)

with the ability to adapt to change. Accomplished in sales/territory management, staff development, and team building, with excellent verbal and written communication and public speaking skills and computer literacy required. In addition to the oversight of all mobile/ fixed site marketing and recruitment, the scope of responsibilities will require a best fit candidate to possess the ability to assist the director to oversee the implementation of a branding campaign, and work with media and other community stakeholders to advance the reputation of CCBC in the community. Advancement opportunity. Bachelor's degree or higher in communications, marketing, public relations, business administration, health care administration, political science, marketing, or related field and 10 years progressive management experience in blood banking or a health-related field is preferred. Competitive salary and benefit package offered. EOE/M/F/Vet/Disability. Apply online [here](#).

**Immunohematology Reference Laboratory Specialist.**

The Central California Blood Center located in Fresno is seeking an Immunohematology Reference Laboratory Clinical Laboratory expert. Full-time, Monday-Friday, day-shift and on call. This job includes but not limited to providing exceptional customer service to our hospitals by resolving intermediate to complex red cell antibody problems, finding compatible blood through local donor screening or networking with other blood centers IRBs and training and assessing other CLS to perform IRL testing. Additionally this job requires performance of other donor laboratory and component manufacturing tasks. The ideal candidate shall possess advanced IRL experience, great written and verbal communication skills, work expeditiously and utilize resources optimally to solve the complex patient cases. Strong working knowledge of pertinent safety, FDA regulations, and AABB standards is desired to insure regulatory compliance at all times. Qualified Bachelor's Degree and licensed in the state of CA as a Clinical Lab Scientist, an SBB a plus. Signing bonus upon the completion of 90 days and one year. Please click [here](#) to apply.

**Business Support Analyst.** LifeServe is seeking a new business support analyst. This position is responsible for functional business support through data analytics and oversight as well as application technical support and then presents data analytics and reports to operational areas. As an internal consultant you'll resolve functional and technical problems for assigned software programs and may also support the design, configuration, testing, implementation, and general administration of assigned software systems, recommending improvements to vendor strategy, application usage and/or processes; as well

as develop and design queries and reports, collaborate with stakeholders, serve as a subject matter expert for applications, create and analyze metrics to determine operational progress, develop, review, and edit requirements and processes for software programs and ensures security roles are evolving as business and regulatory requirements change; interface with vendors; deliver presentations and work with other staff to ensure projects are complete. Requirements include a bachelor's degree and three years of experience with business, process and/or data analysis; business processes; sales; business administration; strategic planning and execution; and/or consulting. The right person will also have the ability to analyze, interpret and manage financial resources, multi-task and set priorities, be motivated, and possess leadership skills. Personal qualities of integrity, credibility, and commitment to the organization's mission are required for this position. Demonstrating professional behavior at all times is required. LifeServe is now offering a \$1,000 sign-on bonus for new full-time hires until the end of the year. Ask the recruiter when applying for the position. EOE Interested applicants should apply at [here](#).

**Director of Recruitment.** LifeServe is seeking a new Director of Recruitment. This position will be responsible for operational oversight of the Recruitment Department, including blood donor recruitment functions via mobile blood drives and donor center environments. Direct or delegated oversight ensures financial viability, operational feasibility and desirability of business decisions. Creates and fosters a collaborative environment in the organization allowing all employees to work together to further the mission of the organization, ensuring that the organization is increasing customer value, growing in a smart/efficient manner, and driving operational efficiency. The employee will be responsible for planning, directing, staffing, and controlling the Recruitment Department to meet blood donor recruitment goals; overseeing, administering, and delegating activities within the department, including creating and/or maintaining recruitment practices and policies to ensure recruitment activities reach organizational weekly, monthly, and yearly blood collection goals; ensuring appropriate resources are used effectively and efficiently throughout the recruitment department by creating and following productivity measures, efficiency targets and cost-effectiveness standards; creating, analyzing, and evaluating metrics to determine progress of recruitment efforts; working collaboratively and maintaining a positive working relationship with co-dependent departments. The Director of Recruitment will also be responsible for the professional development of all staff within the department; actively promoting the concept of

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POSITIONS (continued from page 11)

customer service and personally adheres to those principles; providing customer service and a positive image with sponsor groups, chairpersons, donors, visitors, volunteers, and blood center staff. This position may be required to work occasional evening or weekend accessibility by phone or email. The right candidate must have a bachelor's degree in business administration, marketing, communications, or a related field; minimum of five to seven years of previous sales or marketing experience; and experience in strategic planning and execution; ability to analyze, interpret and manage financial resources; ability to multi -task and set priorities. Leadership qualities are essential. Personal qualities of integrity, credibility and commitment to the organization's mission are required for this position. Demonstrating professional behavior at all times is required. Management experience is preferred as is experience in blood banking. EOE. Life-Serve is now offering a \$1,000 sign-on bonus for new full-time hires until the end of the year. Ask the recruiter when applying for the position. Interested applicants should apply [here](#). 💧