



An Affiliate of **MERCYONE**

JOB DESCRIPTION

This document does not create an employment contract, implied or otherwise, other than an “at-will” employment relationship with Van Buren County Hospital.

POSITION: Phlebotomist	STATUS: Non-Exempt
DEPARTMENT: Laboratory	DATE EFFECTIVE: 06/01/2015
DIRECTLY REPORTS TO: Lab Manager INDIRECTLY REPORTS TO:	REVISED: 12/01/2025
SUPERVISES: N/A	SECURITY LEVEL: Medium

PRIMARY FUNCTION & POSITIONAL PURPOSE

The Phlebotomist is responsible for the accurate and efficient collection of blood and other biological specimens. This position ensures all specimens are properly identified, processed, and prepared for testing according to laboratory standards and regulatory requirements. The phlebotomist supports overall laboratory operations by maintaining supplies, ensuring clean work areas, and assisting with result distribution within the EPIC system.

POSITIONAL ESSENTIAL FUNCTIONS

Essential functions are those tasks, duties, and responsibilities that comprise the means of accomplishing the job's purpose and objectives. Essential functions are critical or fundamental to the performance of the job. They are the major functions for which the person in the job is held accountable.

1. Perform venipuncture and capillary blood collection using proper technique and universal precautions.
2. Collect biological specimens with minimal discomfort to the patient and ensure correct tubes/containers are used.
3. Accurately label all specimens and verify patient identity following laboratory and hospital policy.
4. Process and prepare specimens for testing or referral to outside laboratories.
5. Enter and verify laboratory orders in EPIC according to established workflow.
6. Maintain specimen integrity by following proper handling, storage, and transportation procedures.
7. Monitor pending reference laboratory results and file completed results as required.
8. Maintain a clean, safe, and organized work environment.
9. Restock phlebotomy and collection supplies daily or as needed.
10. Provide clear, professional communication with patients, nursing staff, and providers regarding laboratory needs.

ALL EMPLOYEE ESSENTIAL FUNCTIONS

All Employee Essential Functions are those tasks, duties, and responsibilities that are necessary for every VBCH position to accomplish the organization's purpose and objectives. Essential functions are critical or fundamental to the performance of the job. They are the expectations for which every person is held accountable.

1. Attendance at work on a regular and reliable basis.
2. Maintains patient, hospital and, employee confidentiality in all aspects of the job.

3. Meet with supervisor regarding policies, procedures, and work assignments; keep supervisor informed of needs and issues.
4. Comply with all hospital and departmental policies, including Code of Conduct and Compliance.
5. Must be able to safely work in an environment where latex is present.
6. Complete annual education requirements and remain up-to-date on industry standards.
7. Attend meetings as appropriate.
8. Meets standards of hospital infection control.
9. Meets infection control standards and all regulatory requirements.
10. Commit to diligence and compliance with safety practices.
11. Accepts additional duties as assigned when they are deemed appropriate by the employee's supervisor.

ONE CULTURE BEHAVIORS – ALL EMPLOYEES

All employees of VBCH are expected to display the cultural values and competencies of VBCH. This is an essential function of each employee's job and all positions will be held accountable for demonstrating these behaviors.

1. Be One - I benefit from and strengthen VBCH.

- **Think TEAM, not self.**
 - Have a shared sense of purpose and clear goals and understand that we all make a difference
 - Appreciate diversity, recognize each individual has value and we can accomplish more together.
- **Ask for help. Give help.**
 - Make time for everyone. No one is an interruption. Each person is my reason for being at VBCH.
 - Be honest and open in all relationships, interactions, and in providing care.
- **Communicate like your life depends upon it.**
 - Take time to explain and communicate what to expect.
 - Respectfully and effectively communicate within your department and within the organization.

2. Personalize Care – Your experience. My responsibility.

- **Bring energy and passion every day.**
 - Ensure consistent care by committing 100% to each individual patient, family and staff member.
 - Deliver the best outcome and excellent service through the dedicated effort of every team member.
- **Serve the patient or support someone who does.**
 - Look beyond assigned tasks and job duties and focus on your purpose.
 - Embrace supporting one another as a way of achieving greatness.
- **Invest the time to listen, care and connect.**
 - Treat others as you would like to be treated – with dignity, respect, care and sensitivity to privacy.
 - Reassure the patient and their family that you know the importance of your job in relation to the care.

3. Own It – I own my actions to deliver Key Results.

- **Step up or step aside.**
 - Lead by example; be honest and trustworthy, while always maintaining confidentiality.
 - If unable to meet a request, find someone who can.
- **Take responsibility for your attitude and impact.**
 - Accept personal responsibility to always do the right thing even when no one is looking.
 - Take the time to do things right the first time.
- **Make excellence happen.**

- Follow through when you tell someone you will do something for them. Make contact with them throughout the process as well as after the task is completed.
- Realize what we do is a reflection of ourselves and our organizations.

4. **Improve Daily - I make improvements every day for those we serve including each other.**

- **Have a “get better” mindset.**
 - Strive to be the best at what we do. Seek ways to continually improve patient and employee satisfaction.
 - Seek out opportunities to improve skills for personal and professional growth; supporting common goals of the organization.
- **Be coachable.**
 - Sincerely acknowledge and take corrective action when expectations are not met.
 - Commit to professional and personal development.
- **Seek solutions. No blaming, complaining or defending.**
 - Problem solve with input from each individual. Maintain a positive attitude and focus on solutions by working through challenges and conflict together.
 - Focus on process when seeking solutions, not on people.

5. **Innovate - I imagine and embrace bold new ideas to revolutionize health.**

- **Challenge the status quo. Create new possibilities.**
 - Look for opportunities to improve the patient, family and staff experience through innovative thinking and process improvement.
 - Be an active participant in organization activities and community events.
- **Be proactive and embrace change.**
 - Be receptive to different ideas and responses from fellow coworkers.
 - Be open and willing to change to improve outcomes.
- **Be curious – don’t be afraid to fail.**
 - Be willing to go the extra mile and do what is necessary, even if that means to do things differently, to not only meet but exceed expectations.
 - If you or the team fails, grow from the experience and try again.

EDUCATION, CERTIFICATION, & EXPERIENCE REQUIREMENTS

1. Phlebotomy training or diploma preferred, but not required.
2. Certified Phlebotomist (ASCP or equivalent) preferred, but not required.
3. High school diploma or equivalent required.
4. Medical or clinical support experience preferred.

WORKING ENVIRONMENT

Note: Reasonable accommodations may be made for individuals with disabilities to perform the essential functions of this position.

Conditions	Never 0%	Occasionally 1 - 33%	Frequent 45 – 66%	Continuous 67 – 100%
Indoors	☐	☐	☐	☒
Computer Operations	☐	☐	☐	☒
Outdoor exposure to extreme cold or extreme heat	☒	☐	☐	☐
Exposure to wet and/or humid conditions	☒	☐	☐	☐
Excessive Noise including patient call lights, buzzers and alarms	☐	☒	☐	☐
Dusty	☒	☐	☐	☐
Vibration	☒	☐	☐	☐

Exposure to Latex	☐	☐	☐	☒
Other – please explain	☐	☐	☐	☐
Electricity and/or Electric Shock	☒	☐	☐	☐
Toxic or caustic chemicals and fumes	☒	☐	☐	☐
High, exposed places	☒	☐	☐	☐
Moving mechanical parts	☒	☐	☐	☐
Machinery	☒	☐	☐	☐
Power or impact tools	☒	☐	☐	☐
Other – please explain	☐	☐	☐	☐

Lift/Carry				
1 – 10 lbs	☐	☐	☒	☐
11 – 20 lbs	☐	☒	☐	☐
21 – 50 lbs	☐	☒	☐	☐
51 – 75 lbs	☒	☐	☐	☐
75+ lbs	☒	☐	☐	☐
Push/Pull				
1 – 10 lbs	☐	☒	☐	☐
11 – 20 lbs	☐	☒	☐	☐
21 – 50 lbs	☐	☒	☐	☐
51 – 75 lbs	☒	☐	☐	☐
75+ lbs	☒	☐	☐	☐
Movement				
Sitting for long periods of time	☐	☒	☐	☐
Bend/Stoop/Twist	☐	☒	☐	☐
Crouch/Squat	☐	☒	☐	☐
Kneel/Crawl	☒	☐	☐	☐
Reach Above the shoulders	☐	☒	☐	☐
Reach Below the shoulders	☐	☐	☒	☐
Repetitive Motion (arms, wrists, hands)	☐	☐	☒	☐
Grasping	☐	☐	☒	☐
Climb Stairs/Ladder	☒	☐	☐	☐
Uneven Walking Surface	☒	☐	☐	☐
Even Walking Surface	☐	☐	☐	☒
Balancing	☐	☒	☐	☐
Finger usage (feeling for pulse, etc.)	☐	☐	☐	☒
Communication (talking and hearing)	☐	☐	☐	☒
Visual Acuity for reading and computer usage	☐	☐	☐	☒
Visual Acuity for drawing measurements	☐	☐	☐	☒

EMPLOYEE HEALTH REQUIREMENTS

Must follow all employee health requirements including, but not limited to, the following:

- Employee Health screenings every 4 years after hire as required by State Law
- Yearly flu shots and Covid boosters are recommended but not required

SIGNATURES

I have read this job description and understand the physical requirements and essential job functions. I am able to perform these essential job functions with/without reasonable accommodations. Required accommodations are explained below:

Employee Signature

Date

Department Head Signature

Date

DISCLAIMERS

Van Buren County Hospital has reviewed this job description to ensure that essential functions and basic duties have been included. It is not intended to be construed as an exhaustive list of all functions, responsibilities, skills and abilities. Additional functions and requirements may be assigned by supervisors as deemed appropriate

This job description in no way states or implies that these are the only duties to be performed by the employee occupying this position. A review of this job description has excluded the marginal functions of the position that are incidental to the performance of fundamental job duties. All duties and responsibilities are essential job functions. Employees will be required to follow any other job-related instructions and to perform any other job related duties requested by his/her manager. Requirements are representative of the minimum levels of knowledge, skills, and/or abilities. To perform this job successfully, the employee will possess the abilities or aptitudes to perform each duty proficiently. Some requirements may exclude individuals who pose a direct threat or significant risk to the health and safety of themselves or other employees. All requirements are subject to possible modification to reasonably accommodate individuals with disabilities.

Non-Discrimination Policy: It is the policy of Van Buren County Hospital not to discriminate in its services, programs, or employment on the basis of race, color, national origin, religion, sex, gender identity (including gender expression), sexual orientation, disability, age, marital status, family/parental status, income derived from a public assistance program, political beliefs, or reprisal or retaliation for prior civil rights activity. Van Buren County Hospital reasonably accommodates those persons with disabilities to allow for the performance of essential job functions or who may require alternative means for access. Any concerns or requests for accommodations should be directed to Lindsey Countryman, lindsey.countryman@vbch.org or 319-293-8754.