

**Invitation for expression of interest:
SHOT Working Expert Group – Human Factors and Ergonomics (HFE) Expert**

Help shape the future of transfusion safety in the UK

The SHOT Working Expert Group (WEG) invites expressions of interest from an experienced Human Factors and Ergonomics (HFE) professional to join the Group as an HFE Expert. This unique voluntary role provides an opportunity to contribute to a UK-wide patient safety and haemovigilance programme, applying Human Factors and Ergonomics expertise to improve transfusion safety. The role offers valuable professional development through multidisciplinary collaboration, national safety improvement work, networking opportunities, and involvement in the development of reports, educational resources and learning initiatives that support safer care for patients across the UK.

The successful candidate will work closely with the existing WEG members and SHOT team, bringing an HFE perspective to the analysis of incidents, identification of learning opportunities and development of safety improvement initiatives.

Applicants are encouraged to discuss the role and anticipated time commitment with their line manager before applying.

The opportunity

This is a non-remunerated opportunity to bring specialist HFE expertise to SHOT's haemovigilance, patient safety and learning activities, helping to strengthen understanding of how people, technology, tasks, teams and wider systems interact in transfusion practice.

The successful candidate will work closely with the SHOT team and existing WEG members, contributing an HFE perspective to the analysis of reported incidents, identification of contributory factors, Annual SHOT Report chapter writing and development of learning and safety improvement initiatives. The role would suit a HFE practitioner who is interested in applying their expertise to a national patient-safety and haemovigilance programme.

About the role

The HFE Expert will provide specialist advice and input across SHOT's work, including:

- Applying HFE principles, systems thinking and a learning-focused approach to the review and analysis of haemovigilance reports.
- Helping SHOT understand the interaction between human performance, work-as-done, systems, processes, technology, teams and organisational factors.
- Identifying opportunities for learning and improvement from incidents, including consideration of contributory factors rather than focusing solely on individual actions.
- Contributing to the development and review of the Annual SHOT Report, educational resources, guidance and patient-safety initiatives.
- Advising on HFE considerations in emerging risks, research, audits, special projects and task-and-finish groups.
- Supporting the review and development of SHOT definitions, reporting questionnaires and approaches to incident learning where HFE expertise would add value.

About the Working Expert Group

The Working Expert Group serves as SHOT's multidisciplinary expert panel and is responsible for providing the clinical, scientific and professional expertise that underpins SHOT's activities. There are 3 virtual meetings via Teams per year and time commitment may vary depending on the reports received and other related activities.

Members work closely with the SHOT team to:

- Analyse reports submitted to SHOT and identify trends and learning opportunities.
- Contribute to writing and reviewing the Annual SHOT Report.
- Develop educational resources, guidance and safety initiatives.
- Advise on emerging risks and developments in transfusion safety.
- Support research, audits and collaborative projects.
- Review and update SHOT definitions and reporting questionnaires.
- Promote the dissemination and implementation of SHOT findings and recommendations.

WEG members may also contribute to task-and-finish groups, special projects and collaborative work with external organisations where their expertise would add value.

The role requires a commitment to maintaining confidentiality and the secure handling of haemovigilance data in accordance with UK General Data Protection Regulation (GDPR) requirements.

What we are looking for

Successful applicants will demonstrate:

Essential:

- Substantial knowledge and professional experience in Human Factors and Ergonomics, with demonstrable application of HFE principles in complex systems.
- Strong understanding of systems thinking, human performance, incident/accident analysis and learning from events.
- Ability to analyse complex information, identify systemic and human factors issues, and translate findings into practical learning and improvement.
- Excellent communication and collaborative working skills, with the ability to work effectively with a multidisciplinary expert group.
- Commitment to improving safety through learning, evidence and systems-based approaches.
- Willingness to contribute actively to WEG meetings, report development and associated activities, and to maintain confidentiality when handling haemovigilance data.

Desirable:

- Experience applying HFE within healthcare and/or transfusion practice, patient safety, clinical practice or another safety-critical environment.
- Current Member status with the Chartered Institute of Ergonomics & Human Factors (CIEHF).
- Experience of working with incident reporting, investigation, safety improvement or organisational learning programmes.

What you will gain from this role

This unique voluntary role offers an opportunity to contribute to patient safety through one of the UK's longest-established national haemovigilance programmes. Working alongside a multidisciplinary group of experts, the successful applicant will:

- Contribute to improving transfusion safety and patient outcomes across the UK.

- Apply Human Factors and Ergonomics expertise to a national patient safety and learning system.
- Develop a deeper understanding of haemovigilance, transfusion practice and national safety reporting.
- Gain insight into the analysis of real-world incidents, emerging risks and safety challenges across healthcare systems.
- Expand professional networks through collaboration with leading experts in transfusion medicine, patient safety, nursing, laboratory medicine, human factors and healthcare improvement.
- Contribute to national reports, educational resources, safety initiatives, research and improvement activities.
- Enhance leadership, influencing and strategic advisory experience within a nationally recognised patient safety programme.
- Support the translation of learning from incidents and everyday practice into meaningful system-wide improvements.

How to apply

To express an interest, please submit:

- A brief supporting statement outlining your relevant expertise, experience and interest in the role.
- A current CV.
- Details of two referees.

For an informal discussion or further information and the opportunity to discuss with Dr Alison Watt, the current HFE WEG member, please contact the SHOT Office:

Email: SHOT@nhsbt.nhs.uk
Telephone: 0161 423 4208

Applications should be sent to:

Caryn Hughes
SHOT Operations Manager
Caryn.Hughes@nhsbt.nhs.uk

Closing Date: See SHOT website

Interviews: Informal interviews are expected to take place in November 2026, date TBC. via a 30mins MS Teams call.

Thank you for your interest in SHOT and for your commitment to improving transfusion safety. We are grateful for the expertise and dedication of our contributors and look forward to welcoming new members to the Working Expert Group.

SHOT contact details:

Telephone: 0161 423 4235
Email: SHOT@nhsbt.nhs.uk
Website: www.shotuk.org