

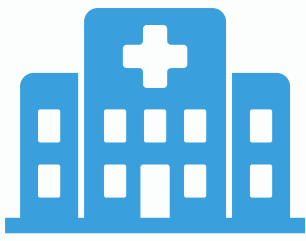


COMPETENCES FOR (BIO)MEDICAL INFORMATION SPECIALISTS*

Domain

Competences

Healthcare environment



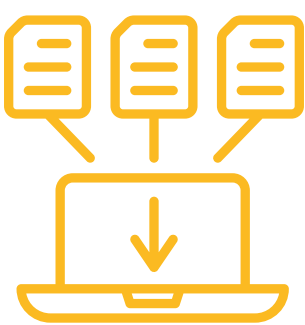
- Has knowledge of jargon related to the healthcare environment in both English and Dutch
- Has knowledge of organisations in general and one's own organisation in particular
- Has knowledge of the healthcare environment and science, as well as the policies, laws and regulations, issues and trends at play
- Has knowledge of (continued) education for healthcare professionals

Information- and literature services



- Has knowledge of, and the skills to, organise the process of customer-oriented and friendly library services
- Is an expert in searching and conducting literature research in general and specifically in various literature databases
- Can analyse the information and knowledge needs of the customer and proactively alert them
- Has knowledge of and participates in systematic reviews and other types of literature reviews, possessing the necessary skills for the specific steps in the review process to support researchers
- Supports reference-, research-, and publication-management for relevant groups
- Has knowledge of copyright, licensing, and intellectual property
- Has knowledge of bibliometrics
- Communicates about the research results and publications of the organisation

Management of information resources



- Has knowledge of the own collection, analyses/evaluates it, and develops it
- Has knowledge of relevant sources and systems and manages licenses (such as the library catalog)
- Manages resources (in a wide range of formats) and makes them accessible
- Anticipates the information needs of employees and students
- Makes the own collection accessible through cataloging and indexing
- Is familiar with the required literature from educational programs
- Communicates and negotiates with publishers and other providers of information resources and journal agents
- Manages a repository of publications from the own organisation

Information systems, technology, and applications



- Stays informed about developments in the field of information systems, technology, and applications
- Has knowledge of institutional IP ranges, link resolvers, OpenURL, and authentication methods for accessing literature
- Stays informed about AI developments and has the expertise to advise end users on this topic
- Maintains the library's intranet and internet pages and understands and uses the necessary systems for this purpose
- Has the knowledge and skills for using and maintaining cataloging systems
- Has knowledge and skills related to research software, such as reference screening software

* This profile has been translated from Dutch with the help of Microsoft Copilot (Large language model), and may therefore not be the most appropriate translation

Didactics and Teaching of Information Literacy



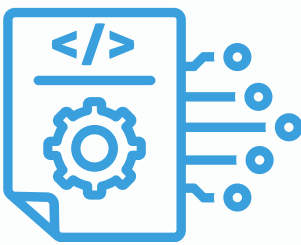
- Knows how to educate and instruct the client, tailored to the target audience
- Can develop and plan lessons and sessions
- Can determine training needs
- Has knowledge of learning styles and teaching methods
- Can assess the effectiveness of education and evaluate learning outcomes

Research Methodology



- Is aware of, and familiar with, evidence-based medicine and evidence-based practice
- Is capable of formulating answerable research questions
- Has knowledge of research integrity and open science, including open access
- Can understand and assess scientific literature
- Understands scientific communication, including the publishing process
- Has knowledge of and understands scientific research methods, both quantitative and qualitative
- Conducts their own research for quality improvement and innovation of their own service

Research Data Management



- Has knowledge of the FAIR (Findable, Accessible, Interoperable, Reusable) principles
- Has knowledge of data- and metadata standards
- Provides support for the use of (institutional) data repositories
- Has knowledge of how data can be shared and reused and can assist in the data sharing/reusing implementation
- Has knowledge of and supports the execution of data management plans and data management processes
- Provides support or actively participates in determining and implementing policies related to RMD

Leadership and management



- Identifies trends in healthcare and information services and responds accordingly
- Evaluates library resources and services and demonstrates their impact and value
- Leads, guides, and collaborates in teams
- Can persuade others and has negotiation skills
- Develops and implements strategies to align service delivery with organisational goals
- Engages in marketing and advocacy, understands communication theory and techniques, and utilises both traditional and social media
- Creates budgets and has financial insight
- Has project management skills
- Has knowledge and understanding of the application of leadership- , and management principles.

Professionalism



- Stays informed about professional developments and continues learning, commits to professional growth and development, as well as documenting this
- Has an innovative mindset, willingness to explore new things, and a desire to learn
- Collaborates with other professionals to improve healthcare and access to health information
- Exchanges knowledge with (bio)medical information specialists both domestically and internationally
- Has problem-solving skills and takes initiative
- Is dedicated to diversity, equality, and inclusivity

Disclaimer:

Be careful when using this competency framework:

Not every (bio)medical information specialist will do everything described in a domain in their job. It is also not expected that everyone will be equally proficient in all domains, but will have at least basic knowledge of them.

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