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| Level | Criteria |
| Phlebotomist Apprentice | * No prior experience; on-the-job training
* Responsibilities: Training in routine venipuncture, supervised blood collection, patient preparation, and adherence to safety protocols.
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| Phlebotomist I | * Phlebotomy certification; 3 mths-1 years of experience; basic proficiency in blood draws and patient interaction.
* Responsibilities: Routine venipuncture, supervise, blood collection, patient preparation, and safety protocol adherence.
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| Phlebotomist II | * 1-3 years of experience, proficiency in complex blood draws, ability to train and mentor juniors, proficient in all lab areas.
* Responsibilities: Perform complex procedures, manage difficult venipunctures, assist clinical lab operations, mentor Phlebotomist I staff.
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| Phlebotomist III | * Minimum of 3 years of experience (minimum of one at this laboratory), advanced phlebotomy skills, possible certification in specialized procedures, proficiency in complex blood draws, ability to train and mentor juniors, and expert-level proficiency in all lab areas.
* Responsibilities: Assist all members of the phlebotomy team, ensure compliance with healthcare standards, handle complex cases, mentor junior staff.
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| Sr. Phlebotomist, IV (Lead) | * Minimum of 5 years of experience, advanced phlebotomy skills, leadership abilities, possible certification in specialized procedures.
* Responsibilities: Lead operations phlebotomy team in the absence of a supervisor, ensure compliance with healthcare standards, handle complex cases, mentor junior staff and expert-level proficiency in all lab areas.
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