

## Person Specification

### Clinical Pharmacist – Rotational

Criteria	Essential	Desirable	Evidence obtained from:
<b>Qualifications</b>	MPharm Degree (4 years) or equivalent Member GPhC (current or upon qualification at end of training year)		Application form Certificates and registration check
<b>Special Knowledge</b>	Understanding of local and national NHS and Pharmaceutical Policy Understanding of medicines legislation and guidance i.e. Medicines Act, Misuse of Drugs Act, Safe and Secure Handling of Medicines, Medicine Guidance Notes, MHRA Alerts Understanding of clinical and risk management guidance as applied to Medicines Management Broad range of understanding of clinical practice and knowledge of medical conditions General knowledge of NHS developments including primary and secondary care Understanding of clinical governance principles Knowledge of external agencies concerned with patient safety NHSLA, NPSA, NPC		Application form and interview
<b>Experience</b>	Clinical Pharmacy experience/practice (may include foundation training year) Ability to deal with complex clinical issues Multidisciplinary working with medical and nursing staff		Application form and interview
<b>Judgement</b>	Demonstrates clear thinking and able to analyse complex problems of an ethical, pharmaceutical, or clinical nature Makes sound decisions with limited information Intuition – anticipate difficulties and take appropriate action Knows when to consult (own limitations) Reflects on own practice and learns from experience Able to identify, prioritise and evaluate work		Application form and interview
<b>Communication Skills</b>	Good verbal and written communication Courteous with all customers both internal and external including members of the public and other healthcare professionals Able to communicate complex information	Ability to influence senior Pharmacy and hospital staff	Application form and interview

<b>Criteria</b>	<b>Essential</b>	<b>Desirable</b>	<i>Evidence obtained from:</i>
	of a clinical nature	and other people	
<b>Personal Qualities</b>	Has vision and imagination, initiative, creativity, able to see beyond barriers Supportive and motivational Able to work within a team Prioritises and meets deadlines Mature in approach and has professional credibility Able to be seen as a role model – reliable, fair and balanced Flexible Systematic approach Energetic and can enthuse, ‘can-do’ approach Calm under pressure Thrives on change Excellent numeric and verbal skills		Application form and interview
<b>Other Requirements</b>	Flexibility in working hours Has advanced keyboard skills	Clean driving licence	Interview