

PERSON SPECIFICATION

JOB TITLE:	Advanced Specialist Pharmacist – Medicine Division
JOB BAND:	8a

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

Qualifications & Education	Weighting (Essential or Desirable)
MPharm or equivalent academic qualification	Essential
Registration with General Pharmaceutical Council (GPhC)	Essential
Postgraduate Diploma in clinical pharmacy or equivalent experience/qualification	Essential
Postgraduate Masters or doctorate in relevant subject or discipline	Desirable
Evidence of commitment to continued professional development (CPD)	Essential
Independent prescriber and registered with the General Pharmaceutical Council (GPhC) or willing to work towards after appointment	Essential
Member of the Faculty of the Royal Pharmaceutical Society of Great Britain or working towards	Desirable
Management qualification relevant to the NHS	Desirable

Knowledge and Training	Weighting (Essential or Desirable)
Significant experience post registration and postgraduate experience in hospital Pharmacy	Essential
Broad knowledge base of a wide range of clinical areas	Essential
An understanding of the role and its application to patient care	Essential
An understanding of clinical governance, safety and risk management and its application to patient care	Essential
Able to train in and instil good prescribing practise and good clinical practice to members of the multi-disciplinary team including doctors, nurses and pharmacists	Essential
Experience	Weighting (Essential or Desirable)

Experience of delivering clinical pharmacy service and advice relating to the safe use of medicines	Essential
Experience of training and education of both pharmacy staff and other healthcare professionals	Essential
Some experience of excellent leadership and management skills	Essential
Experience of developing and implementing medicines and service related policies for a specialty	Desirable
Publication of audit/research/clinical work	Desirable
Evidence of incorporating innovative and 'best practice' into current practice.	Desirable

Communication & Relationship Skills	Weighting (Essential or Desirable)
Enthusiastic, self-motivated, self-directed and able to work autonomously	Essential
Empathetic and patient	Essential
Professional, credible, accountable, responsible and confident	Essential
Friendly, supportive and able to motivate others	Essential
Excellent interpersonal and presentation skills, both verbal and written to communicate highly complex drug or medicine related information.	Essential
Ability to work in a multidisciplinary team	Essential
Ability to influence and negotiate with relevant senior clinicians, managers and stakeholders	Essential
Able to optimise the use of medicines for patients	Essential
Able to communicate with patients and their relatives regarding complex prescribed medications providing both verbal and written communication and to motivate and reassure patients regarding their treatment	Essential
Able to identify barriers to communication (e.g. hearing, non-English speaking) and implement solutions to overcome said barriers	Essential
Confident and assertive; able to defend opinions in a constructive manner when challenged.	Essential

Analytical & Judgement Skills	Weighting (Essential or Desirable)
Able to critically appraise and evaluate information and communicate the findings clearly in simple terms	Essential
Positive thinker, problem solver, ability to think laterally to develop new ideas	Essential
Ensure clinical practice is evidence based	Essential
Experience in making judgements involving highly complex facts, which require analysis, interpretation and options appraisal e.g. drug expenditure	Essential

Experience in monitoring adherence to Trust formularies and policies	Desirable
Able to manage budgets and deliver on cost improvement projects	Desirable
IT literacy including the ability to use a range of Microsoft 365 packages, Power Point, email and use of the internet to research evidence-based medicine and to utilise medical databases.	Essential

Planning & Organisational Skills	Weighting (Essential or Desirable)
Evidence of planning, implementing and monitoring outcomes in research, quality improvement or audit	Essential
Able to meet deadlines and manage time/set priorities	Essential
Excellent organisational skills, manage time effectively and ability to prioritise workload	Essential
Able to respond under pressure to interruptions in work pattern to deal with urgent enquiries	Essential
Ability to identify own training and development needs.	Essential

Physical Skills	Weighting (Essential or Desirable)
Ability to maintain effectiveness and prolonged concentration under pressure	Essential
Ability to work in a challenging and emotive environment	Essential
Ability to work alone and make decisions within agreed parameters and appropriate referral/escalation as necessary	Essential
Experience of providing 'out of hours' pharmaceutical services	Desirable
Able to work during the normal working week, extended hours, weekends and bank holidays	Essential

Equality, Diversity, Inclusion and Trust Values	Weighting (Essential or Desirable)
Able to provide safe, caring, and effective services	Essential
Values and behaviours that reflect the Trust values of Care, Respect and Responsibility	Essential
Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued	Essential

Prepared by:	Louise McCarthy
Date prepared:	3/11/2022

Job evaluation completed:	
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