

AfC PERSON SPECIFICATION
Senior Pharmacist – Medication Safety Band 8a

This document describes the qualities required for a post-holder that are not captured by the JD.

(E) = Essential criterion (D) = Desirable criterion

SPECIFICATION	DESCRIPTION
Qualifications <i>(This must include the level required to appoint to the post. Any requirement for registration should also be recorded here.)</i>	<ul style="list-style-type: none"> • Master's degree in Pharmacy (MPharm) or equivalent (E) • Pharmacist registered with the General Pharmaceutical Council (GPhC) (E) • Postgraduate clinical diploma or equivalent qualification. (E) • Membership of the Royal Pharmaceutical Society of Great Britain (D) • An independent prescriber (D) • Additional postgraduate qualifications (D)
Experience/Skills	<ul style="list-style-type: none"> • Minimum of four years post-registration experience, at least three of these working recently in an acute Trust setting. (E) • Ability to demonstrate specialist knowledge of pharmacy in the context of medicines safety. (D) • Ability to understand the working of an acute Trust and the role of the Pharmacy Directorate within that Trust. (E) • Ability to demonstrate a moderate level of generic IT skills, particularly with respect to word processing, presenting, spread sheets, databases, websites, email and the use of use of internet searching. (E) • Ability to demonstrate meticulous attention to detail. (E) • Commitment to, and evidence of, formal continuous professional development (CPD). (E) • Ability to manage own time effectively and prioritise appropriately. (E) • Ability to work both on own initiative and also to co-operate within a team to achieve desired outcomes. (E) • Able to work in multidisciplinary teams and independently. (E) • Knowledge of good dispensing/distribution/manufacturing practice. (E) • Experience of implementing or delivering the objectives of cost/service improvement programmes. (E) • Able to adapt to changing circumstances and situations. (E)

	<ul style="list-style-type: none"> • Experience in supervising, training and assessing staff (D) • Ability to demonstrate a wider understanding of pharmacy practice and the workings of the NHS/government policy and its application to prescribing and medicines management. (D) • Ability to analyse and resolve highly complex situations, and able to provide expert advice when required. (D) • Experience of compiling business cases in the hospital environment. (D) • Experience of developing and implementing Standard Operating Procedures (SOPs) (D) • Experience of undertaking audits and participating in clinical research. (D)
Communication	<ul style="list-style-type: none"> • Excellent verbal and written communication skills. (E) • To provide written information in a concise readable manner for patients and colleagues. (E) • To communicate complex information effectively in a calm, courteous manner to patients and all levels of colleagues. (D) • Formal presentation skills. (D) • Excellent report writing skills. (D) • Facilitating and negotiating skills. (D) • Excellent leadership skills. (D) • Ability to communicate well with a wide range of staff from a range of disciplines from both within and outside the NHS. (D) • Ability to enthuse and engage multidisciplinary teams to include consultant clinicians, accountants and finance managers as well as pharmacy staff. (D)
Working Environment & conditions	<ul style="list-style-type: none"> • Ability to work in stressful environments with daily contact with patients. (E) • Ability to concentrate when dispensing/reviewing prescriptions and cope with interruptions without loss of accuracy. (E) • Ability to work under pressure with constant interruptions, remaining calm and focussed. (E) • Ability to deal with unpredictable workload. (E) • Ability to achieve targets and tight deadlines. (E) • Ability to resolve conflict, both internal and external to the department. (D)
Other (Any other key issues not recorded elsewhere in JD)	<ul style="list-style-type: none"> • Working hours are 37.5 per week over seven days. • Annual leave is 27 days at appointment, 29 days after 5 years' service, 33 days after 10 years' service,

<i>or person spec.)</i>	<p>including 8 bank holidays.</p> <ul style="list-style-type: none"> • There is a voluntary pension scheme. • All offers of employment are subject to health clearance from the RWT Occupational Health Department. • Able to work on a rota system to cover extended hours of working – including evenings, Saturdays and Sundays
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I understand and accept my accountabilities and responsibilities as outlined in this job description, person specification and KSF outline.

	Designation	Name	Signature	Date
Post Holder				