

EMPLOYEE SPECIFICATION FOR THE POST OF LEAD CLINICAL PHARMACIST – WATHWOOD

All staff should be able to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion as identified within the Trust's Equality and Diversity Policy and associated Equality, Diversity and Human Rights legislation

Attribute	Essential	Weight	Desirable	Weight	Method of Identification
Values and Behaviours	<ul style="list-style-type: none"> All colleagues are expected to demonstrate that they act in line with Nottinghamshire Healthcare NHS Foundation Trust Values: Trust Honesty Respect Compassion Teamwork All colleagues are expected to demonstrate an understanding of and commitment to Equality, Diversity and Inclusion (EDI) and how it applies to their role. The Trust's expectations are highlighted within our EDI Policy, and associated EDI and Human Rights legislation 		<ul style="list-style-type: none"> 		
Qualifications (Academic/ Professional) or Training	<ul style="list-style-type: none"> MSc in Pharmacy or equivalent Pharmacy Degree Member of the General Pharmaceutical Council Postgraduate Certificate/Diploma in Psychiatric Pharmacy 	3 3 3	<ul style="list-style-type: none"> Current membership of the Royal Pharmaceutical Society Current membership of the College of Mental Health Pharmacy Credentialed membership of the College of Mental Health Pharmacy Evidence of leadership development Non-medical prescribing qualification 	1 1 1 1 1	Application Form, Interview

Experience	• Clinical knowledge from pharmacy degree and aspects of career to date	3	• Project work	1	Application Form, Interview
	• Hospital pharmacy experience, including in mental health	3	• Audit experience	1	
	• Experience of new ways of working and extended pharmacy roles	3	• Evidence based medicine practice	1	
	• Experience of working in mental health inpatient services	3	• Teaching experience	1	
Knowledge	• Project management		• Finance management	1	Application Form, Interview
	• Clinical pharmacy knowledge associated with a pharmacy degree course and vocational experience	3	• Experience of teaching pharmaceutical knowledge to pharmacy and other staff	1	
	• Awareness of NHS changes and understanding of pharmacy issues within the NHS	3	• Risk assessment	1	
			• Personal safety e.g. lone working procedures	1	
Skills	• Organisational/time management skills	3			Application Form, Interview
	• Excellent communication skills	3			
	• Tested problem solving, and decision-making skills	3			
	• IT literate	3			
	• Ability work as a team player	3			
	• Adaptable and flexible	3			
	• Work well under pressure and prioritise effectively	3			
	• Self-motivated and conscientious	3			
	• Strong professional demeanour	3			
	• Accuracy and attention to detail	3			
	• Negotiation and influencing skills	3			
Contractual Requirements	• Flexibility in working hours	3	• Able to work extended hours, if necessary	1	Application Form, Interview
	• Able to work weekends and on-call (Trust-wide)	3	• Flexibility to work/cover at other sites to support the demands of the service - reasonable adjustments will be made for disabled individuals in line with the Equality Act	1	

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This specification has been prepared in accordance with the Trust’s Recruitment & Selection Best Practice Guide. All criteria will be subject to reasonable adjustments where the applicant has declared a disability as described in the Equality Act.

Specification prepared by (signature):

Print name:

Designation:

Date: