

Person Specification

Job Title: Lead Pharmacist
Surgery, Theatres and Critical Care

Division: Support Services

Job Requirements		Weighting
QUALIFICATIONS/TRAINING <ul style="list-style-type: none"> Level of education Professional qualifications Vocational Training Post basic qualifications Training and learning programmes/courses 	<ul style="list-style-type: none"> Master's Degree in Pharmacy (or equiv.) 	E
	<ul style="list-style-type: none"> Membership of General Pharmaceutical Council (GPhC) 	E
	<ul style="list-style-type: none"> Clinical pharmacy diploma or equivalent advanced experience 	E
	<ul style="list-style-type: none"> Membership of Royal Pharmaceutical Society 	D
	<ul style="list-style-type: none"> Faculty Member of Royal Pharmaceutical Society 	D
EXPERIENCE <ul style="list-style-type: none"> Length and type of experience Level at which experience gained 	<ul style="list-style-type: none"> 4 years of hospital pharmacy experience (as a registered pharmacist) 	E
	<ul style="list-style-type: none"> Minimum of 3 years' experience of hospital clinical pharmacy practice 	E
	<ul style="list-style-type: none"> Undertaken audit work 	D
	<ul style="list-style-type: none"> Lectures, talks, training given (Medical/Nursing/Pharmacy staff and patients). 	D
	<ul style="list-style-type: none"> Recent clinical experience in a general hospital setting 	E
	<ul style="list-style-type: none"> Experience of managing a clinical service in pharmacy 	E
SKILLS/KNOWLEDGE <ul style="list-style-type: none"> Range and level of skills Depth and extent of knowledge 	<ul style="list-style-type: none"> Good understanding of recent NHS and pharmacy reports and how they relate to surgery, theatres and critical care 	E
	<ul style="list-style-type: none"> Ability to demonstrate a very high level of specialist knowledge in surgery, theatres and critical care 	E
	<ul style="list-style-type: none"> Ability to advise and influence all grades of medical and nursing staff on therapeutic aspects of patient care 	E
	<ul style="list-style-type: none"> An understanding of the relevance of clinical governance and risk management 	E
	<ul style="list-style-type: none"> Knowledge of drug expenditure/drug budget/clinical activity issues 	E
	<ul style="list-style-type: none"> Able to understand clinical research data 	E
	<ul style="list-style-type: none"> Excellent verbal and written communication skills 	E
	<ul style="list-style-type: none"> Able to clearly communicate highly complex clinical information to all grades of medical, nursing and pharmacy staff 	E
	<ul style="list-style-type: none"> Able to sensitively question patients on their drug treatment and to communicate clearly with them 	E
		E

	<ul style="list-style-type: none"> • Excellent interpersonal skills • Good presentation skills • Able to create a rapport with interview panel. • Ability to prioritise own work and assist others to do so • Able to use initiative and work without supervision • Understanding of budgetary mechanisms, funding processes • Ability to manage pharmacy team members • Able to give credible representation of pharmacy at very senior medical and management levels • Ability to work in teams – pharmacy teams and multidisciplinary teams • Sound judgement on clinical, pharmaceutical and ethical issues • Able to advise other pharmacists of all grades in the post holder's expert area of knowledge. • Assertiveness skills- able to respond at very senior medical levels. • Able to deal with concerned/anxious patients or relatives particularly in relation to their drug treatment. • Able to meet deadlines. • High standards of work presentation. 	E E D E E E E E E E E E
PERSONAL QUALITIES <ul style="list-style-type: none"> • Sometimes called attributes 	<ul style="list-style-type: none"> • Smart appearance • Friendly/sense of humour • A positive “can do”, enthusiastic approach to work • Self-motivating and able to motivate a pharmacy team • Wants to “make a difference” • Can enthuse about the potential of the post 	E E E E E E
OTHER JOB REQUIREMENTS <ul style="list-style-type: none"> • Physical attributes • Specific job circumstances such as unsocial hours • Special requirements such as car driver 	<ul style="list-style-type: none"> • Prepared to undertake regular clinical pharmacy and dispensary duties • Accurate clinical, dispensing and checking abilities • Able to undertake Saturday, Sunday, Bank Holiday and Statutory Day working and (if required) Emergency Duty Commitment on a rota • Ability to use VDUs • Able to demonstrate through revalidation a satisfactory level of continuing professional development • Satisfactory computer keyboard skills. • Use of motorised transport and insured for business use. • Honest and trustworthy. • Competent in Microsoft Word, Excel, PowerPoint and Microsoft Outlook 	E E E E E E E E E

* Notes on Completion	
<i>JOB REQUIREMENTS</i> The job requirements are in effect the person specification, in that they specify the person who could do the job competently.	<i>WEIGHTING</i> Please indicate for each criteria whether it is Essential or Desirable.