

PERSON SPECIFICATION

Job Title: **Highly Specialist Directorate Pharmacist**

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	<u>ESSENTIAL</u> The qualities without which a post holder could not be appointed	<u>DESIRABLE</u> Extra qualities which can be used to choose between candidates who meet all the essential criteria
REGISTRATION	Registration with General Pharmaceutical Council.	Member of Faculty/ RPS. Member of National/ International Specialist Organisation.
QUALIFICATIONS	Vocational Masters degree in pharmacy (or equivalent) 1 year pre registration training and experience Successful completion of pre-registration examination Post-graduate qualification in Clinical Pharmacy	Completion of the Independent Prescribing Course. Completion of postgraduate qualification in relevant specialist field. Evidence of management training.
KNOWLEDGE AND EXPERIENCE	Professional knowledge acquired through the vocational masters degree in pharmacy or equivalent. Extensive experience of hospital pharmacy in a clinical role Experience of specialist hospital pharmacy services or experience in the area of responsibility Demonstrates expert clinical knowledge and skills Sound clinical knowledge and understanding Demonstrable excellent team working. Demonstrable commitment to CPD. Demonstrable experience in training of specialist pharmacists and other healthcare professionals. Audit and research experience. Demonstrable experience of problem solving. Financial awareness in the management of drug budgets. Awareness of current political agendas. To have demonstrable pride in their work and for the pharmacy profession.	Proven record of successful management of a specialist pharmacist team. Demonstrable experience of service transformation. Demonstrable experience of supporting a professional multidisciplinary meeting or committee.

SKILLS	Analysis of complex information relating to individual patients medication. Ability to work on own initiative and as part of the team. Ability to recognise own limitations and boundaries and need to consult with senior colleagues. Good communication skills both spoken and written. Leadership, negotiating and influencing skills. Good time management skills. To be motivated and have ability to motivate others. To understand the effects of change and how to manage the change process Computer Literate. Advanced problem solving abilities. Numeracy and literacy. Excellent organisational skills Understanding of and working within the Trust Values and Vision.	Ability to develop services to a designated area. Ability to affect and manage change with an ability to motivate others. IT skills. Teaching and tutoring skills Leadership qualities Team building skills Ability to manage time, people and resources to deliver outcomes Identifies and manages risk Empathy Innovation Excellent demonstrable conflict resolution skills.
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Date Prepared:

**Prepared
By:**

Agreed by: Employee

**Agreed By:
Manager**

Date Agreed:

**Date
Agreed:
Date
Reviewed:**

Reviewed By: