

Person Specification:
Band 8C Medicines Value Pharmacist

Attributes	Essential	Desirable	Method of Assessment
Education/Qualifications	<p>Vocational 4 year masters degree in pharmacy 1 year pre registration training and experience Member of the General Pharmaceutical Council</p> <p>Post-graduate diploma in clinical pharmacy or equivalent documented clinical experience</p> <p>Evidence of continuing professional development.</p>	<p>Project Management Qualification</p> <p>Leadership / Management Qualification or completion of formal Leadership programme</p>	Certificates
Experience	<p>Extensive recent post-registration hospital experience in a range of clinical specialities, ideally including experience in a teaching hospital</p> <p>Experience of leading and managing teams within pharmacy and other associated staff groups to deliver a high quality pharmacy service</p> <p>Evidence of pharmacy service development, change and innovation</p> <p>Experience of contributing and leading medicines value workstreams</p> <p>Experience of medicines optimisation</p> <p>Experience of leading pharmacy service improvements in acute hospital setting</p> <p>Experience of writing reports and business cases</p> <p>Setting and delivering high standard of care</p> <p>Audit / research experience</p> <p>Performance Management and development of staff.</p> <p>Financial awareness in the management of medicines budgets and commissioning</p>	<p>Evidence of published audit/ research</p> <p>Experience of disciplinary matters and imparting results from them to staff in an appropriate and considered manner</p>	<p>Application Form</p> <p>Interview</p> <p>Presentation</p> <p>References</p>

	arrangements		
Skills	<p>Excellent oral and written communication skills.</p> <p>Able to work with and influence other grades of staff and professions</p> <p>Able to negotiate a positive outcome</p> <p>Ability to use own initiative</p> <p>Excellent organisational skills</p> <p>Team dynamics and effective leadership strategies to optimise performance</p> <p>Ability to problem solve</p> <p>Ability to develop services</p> <p>Ability to affect and manage change with an ability to motivate others</p> <p>Team building skills</p> <p>Ability to manage time, people and resources to deliver outcomes</p> <p>Identifies and manages risk</p> <p>Ability to think strategically</p> <p>Ability to prioritise and plan work effectively alone and when leading a team, including the ability to delegate appropriately</p> <p>Ability to prioritise workload, work accurately, positively and calmly under pressure, and meet deadlines</p> <p>Applies sound professional judgement to legal and ethical issues</p> <p>Holding to account others to ensure they deliver to their targets and dealing effectively with performance.</p>	<p>IT skills</p> <p>Teaching and tutoring skills</p> <p>Formal project management training.</p> <p>Experience of partnership Working.</p>	<p>Application Form</p> <p>Interview</p> <p>Presentation</p> <p>References</p>
Knowledge	<p>Good all round clinical and medicines optimisation knowledge</p>		<p>Application Form</p> <p>Interview</p> <p>Presentation</p>

	<p>Sound knowledge base of the NHS, the current issues, its values and principles of timely local access for the population.</p> <p>Sound knowledge of hospital pharmacy services and medicines delivery models including Outpatients and Homecare</p> <p>Understanding of the background to and aims of current healthcare policy and the implications of this</p> <p>Awareness of National Guidance/ Policies and evidence of application of these within organisation.</p> <p>Demonstrated commitment to CPD</p>		References
Aptitudes	<p>Reliable</p> <p>Enthusiastic</p> <p>Confident</p> <p>Must be flexible and adaptable</p> <p>Motivated by the desire to improve patient care</p> <p>Must behave in a professional manner at all times.</p> <p>Knows own professional and personal limitations and seeks advice when necessary</p> <p>Willingness to participate in weekend, evening, Bank holiday and on-call rotas as required.</p> <p>Willingness to contribute to the general life and work of the Pharmacy and Trust</p>	Have own transport	<p>Application Form</p> <p>Interview Document</p> <p>Check eg professional registration</p>