

Person Specification

Job Title:	Assistant Head of Pharmacy – Clinical Services	Division/Department:	Pharmacy	Band:	8c
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Criteria	Essential	Desirable	Stage Measured at: A = Application I = Interview T = Test
Commitment to Trust Values and Behaviours	<ul style="list-style-type: none"> Must be able to demonstrate behaviours consistent with the Trust's behavioural standards 		A, I
Training & Qualifications	<ul style="list-style-type: none"> B.Pharm/BSc (Pharmacy) or MPharm GPhC registered Diploma/MSc in Clinical Pharmacy, or able to demonstrate in-depth clinical knowledge and experience to an equivalent or higher level. Management training or equivalent experience 	<ul style="list-style-type: none"> Management/Leadership qualifications Relevant postgraduate qualification MRPharmS Qualified as an independent prescriber Actively prescribing in practice Credentialed at Advanced or Consultant level of practice 	A,I Professional Profile
Experience	<ul style="list-style-type: none"> Extensive previous Hospital Pharmacy experience (post-registration) Significant level of experience of delivering and leading clinical Pharmacy services, broad knowledge base of clinical pharmacy across a range of specialties. Significant recent NHS Hospital experience at a clinical service team leader or highly specialist clinical pharmacy level 	<ul style="list-style-type: none"> Experience of organising and leading committees/meetings Previous experience managing the provision of clinical pharmacy services to clinical areas Evidence of research or project work National profile in Clinical Pharmacy practice Experience of governance and risk management Experience of teaching students and 	A,I

	<ul style="list-style-type: none"> Recent experience in leading change management or transformation across pharmacy services Experience of staff management, appraisal and performance management 	pharmacy professionals <ul style="list-style-type: none"> Experience of working with national or international specialist interest clinical groups 	
Communication and Relationship skills	<ul style="list-style-type: none"> Good interpersonal and negotiating skills, ability to interact with multidisciplinary teams, senior management and specialists Management skills Leadership and team-building skills Confident, accurate, assertive, diplomatic Able to motivate and influence others through strong leadership and commitment Empathy with patients, relatives and Pharmacy customers 	<ul style="list-style-type: none"> Experience of presentation at regional/national forums 	A,I
Analytical and Judgement skills	<ul style="list-style-type: none"> Ability to analyse patient specific data and to advise on therapy management Understanding of issues affecting the NHS in particular clinical risk management Ability to work alone and make decisions Positive thinker, problem solver, ability to think laterally to develop new ideas. 	<ul style="list-style-type: none"> Medicine Information skills Research skills 	A,I

Planning and organisation skills	<ul style="list-style-type: none"> Organised, able to prioritise, able to meet deadlines Able to plan ahead, delegate and manage other staff including senior staff Self-motivated, and able to motivate other colleagues 		A,I
Physical skills	<ul style="list-style-type: none"> Range of ICT office skills 		A,I
Other requirements specific to the role (e.g. be able to work shifts/on call)	<ul style="list-style-type: none"> Demonstrates innovation Flexibility to deal with competing demands and interruptions Positive thinker Flexible starting times Weekend and shift working 	<ul style="list-style-type: none"> To be available to deputise for the Head of Pharmacy in their absence 	A,I

Reviewed JP/PW Apr 24