

PERSON SPECIFICATION

POST TITLE: Consultant Pharmacist - Antimicrobials

REQUIREMENTS	ESSENTIAL	DESIRABLE	HOW IDENTIFIED
Education and qualifications	<ul style="list-style-type: none"> • Masters Degree in Pharmacy or equivalent • Member of the General Pharmaceutical Council • Postgraduate qualification in clinical pharmacy • Independent Prescriber or working towards this with a view to qualification within 12 months (or willingness to work towards this) 	<ul style="list-style-type: none"> • Foundation management training • Formal teaching training • DPharm, PhD or undertaking study at doctorate level • Postgraduate studies in antimicrobials • Membership of the Royal Pharmaceutical society 	Application / Interview/ Assessment
Occupational experience and abilities	<ul style="list-style-type: none"> • Demonstrable commitment to improving the quality of patient care using a whole system patient focused approach • Development of guidelines concerning medicine use for trust wide application • Audit projects involving multidisciplinary audience • A majority of competencies in each 	<ul style="list-style-type: none"> • Management experience • Experience in community pharmacy or primary care • Relevant publications in a range of peer review journals • Experience of operating at inter/intra agency level and engaging partners across boundaries 	Application / Interview/ Assessment

	<p>of the expert professional practice, building working relationships and leadership clusters at the highest level (mastery) as defined in the Department of Health guidance for Consultant Pharmacists</p> <ul style="list-style-type: none"> • A majority of the competencies in each of the management, education, training and development and research and evaluation clusters at the intermediate level (excellence) as defined in the Department of Health guidance for Consultant Pharmacists • Project leadership skills in highly complex projects and change management skills 		
Knowledge& Skills	<ul style="list-style-type: none"> • Advanced specialist knowledge in Antimicrobials acquired working as an antimicrobials lead and/or working with acutely ill patients where infection is a major factor. • Expert at undertaking change management • Report and business case writing for a Board level audience • Sound understanding of political agendas and able to work successfully in a political environment • Able to interpret highly complex data and present highly complex information in an informative manner to a wide range of individuals 	<ul style="list-style-type: none"> • Demonstrates financial planning skills • Work at a national level • Understanding of health economics • Understanding of NHS structure, systems and politics 	Application / Interview/ Assessment

	<ul style="list-style-type: none"> • Able to conduct drug use reviews and interpret highly complex prescribing data • Expert IT skills 		
Personal Qualities	<ul style="list-style-type: none"> • Must be able to demonstrate a clear understanding of core trust values and be able to articulate in practice • Persuasive, excellent communicator • Highly developed leadership skills • Experience of line management of staff • Assertive and inspires confidence • Team player but also able to work autonomously • Able to influence a large group of independent practitioners 	<ul style="list-style-type: none"> • 	Application / Interview/ Assessment

Additional information:

Physical Effort	A combination of sitting, standing, walking, infrequent manual handling of patient and inanimate loads
Mental Effort	Frequent requirement for concentration and a consistent ability to react to unpredictable work patterns and problems
Emotional Effort	Frequent exposure to distressing or emotional circumstances with staff (challenging practice) and patients including violence and aggression
Working Conditions	Working across the organisation, in all wards and depts, expected to lead and respond to as required. Contact with bodily fluids Frequent use of computers Travel between sites ; travelling to the CCG or University, other care providers will occasionally be necessary