



Person Specification

Job Title: Associate Director of Pharmacy – Acute and Specialist Services

Job Reference:

Band 8c

Requirements	Essential	Desirable
Qualifications	<p>Masters of Pharmacy Degree or equivalent</p> <p>Member of General Pharmaceutical Council of Great Britain</p> <p>Relevant post graduate qualification or equivalent experience</p> <p>Management training</p> <p>Evidence of Continued Professional Development as directed by the General Pharmaceutical Council of Great Britain with evidence to support this</p>	
Training	<p>Expert knowledge of professional standards, policy, legislation and good practice guidance</p> <p>Excellent leadership, negotiating, influencing and motivating skills.</p> <p>Excellent numerical and report writing skills.</p> <p>Excellent organisational skills</p>	

	<p>Excellent analytical and problem solving skills</p> <p>Excellent critical thinking and appraisal skills</p> <p>Excellent project management skills</p>	
Experience	<p>Demonstrable ability to effectively communicate detailed Pharmaceutical information verbally and in writing to multi-professional groups and service decision making managers / clinicians.</p>	
Personal Qualities	<p>Demonstrable ability to develop, implement and sustain change in line with national and local policy</p> <p>Demonstrable ability to effectively manage and prioritise (for self and team) workload, delivering to deadlines with minimal information and/or guidance often under pressure and in stressful situations</p> <p>Demonstrable ability to work autonomously and make decisions / judgements on:</p> <ul style="list-style-type: none"> • the safe delivery of pharmaceutical services • safe and cost effective use of medicines • pharmacy response to major incidents 	
General	<p>Application of research methodology</p>	<p>Substantial post qualification experience in hospital pharmacy, some</p>

	<p>Working knowledge of standard software packages and Pharmacy specific systems</p>	<p>of which must be at a senior management level</p> <p>Experience in a management role providing advice to colleagues who have Directorate, Specialism, or Service Management level</p> <p>Demonstrable evidence of effective leadership and management of a team</p> <p>Demonstrable experience of successfully delivering education and training to undergraduates and postgraduates of pharmacy profession.</p> <p>Understanding of present changes in NHS Policy, particularly with reference to the implications for Pharmacy.</p> <p>Demonstrable ability to manage a budget</p> <p>Evidence of successful development and implementation of policy for a team or area of responsibility</p> <p>Experience in clinical research programmes</p> <p>Experience of developing and implementing innovative work practices that improved patient care</p> <p>Mentoring experience in a Pharmacy setting</p>
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