

## Our vision

PSD Scotland will drive innovation and 'Once for Scotland' capabilities to help deliver safer, more consistent and efficient care for people across Scotland.



### **Digital improvement and innovation**

Integrating skills, expertise and new ideas to drive digital transformation across platforms, services and infrastructure.



### **'Once for Scotland' capabilities**

A collaborative approach to delivering national services which are efficient, equitable and future-ready.



### **Workforce planning and education**

Leading workforce planning, development, education and training for Scotland's health and social care sector.

Scottish Pharmacy Technician Clinical Leadership Fellow

Medical Directorate - Pharmacy

Public Services Delivery Scotland (PSD Scotland)

2026

Location: Flexible Location

Grade: Agenda for Change Band 7 or 8a based on current grade / band

Salary: Band 7 (£52,845 - £61,466) / Band 8a (£65,125 - £70,303) pro rata based on current grade/band

Job Status: Part Time, 21 hours 36 minutes (21.6) hours per week based on 36 hours per week

Duration: 1 x Fixed Term/Secondment vacancy for 12 months

*PSD Scotland is committed to creating a diverse and inclusive environment for all employees and is proud to be an equal opportunity employer. All qualified applicants will receive consideration for employment regardless of age, disability, gender identity, marital status, race, faith or belief, sexual orientation, socioeconomic background, and whether you're pregnant or on family leave.*

# Candidate Brief

## About the Organisation and Directorate

PSD Scotland will be the public sector's enabler of transformation, driving digital innovation, workforce development and Once for Scotland services to deliver efficient, equitable and future-ready health and social care.

Our work supports the ten year direction set by Scottish Government's Health and Social Care Service Renewal and Population Health frameworks. This will bring care closer to home, strengthens prevention and helps build a sustainable and joined-up system that is innovative and responsive to local communities.

The Pharmacy team within PDS Scotland is responsible through the Executive Medical Director to the Board and through the Board to Scottish Government for the commissioning and delivery of postgraduate pharmacy education in Scotland.

## About the Role

The Scottish Clinical Leadership Fellows programme has included pharmacists and pharmacy technicians since 2018, to support future pharmacy leaders and to take forward strategic objectives to improve the pharmaceutical care of patients in Scotland. The multi-professional dynamic this has generated in addition to our medical and dental colleagues builds relationships and systems leadership skills vital to the NHS.

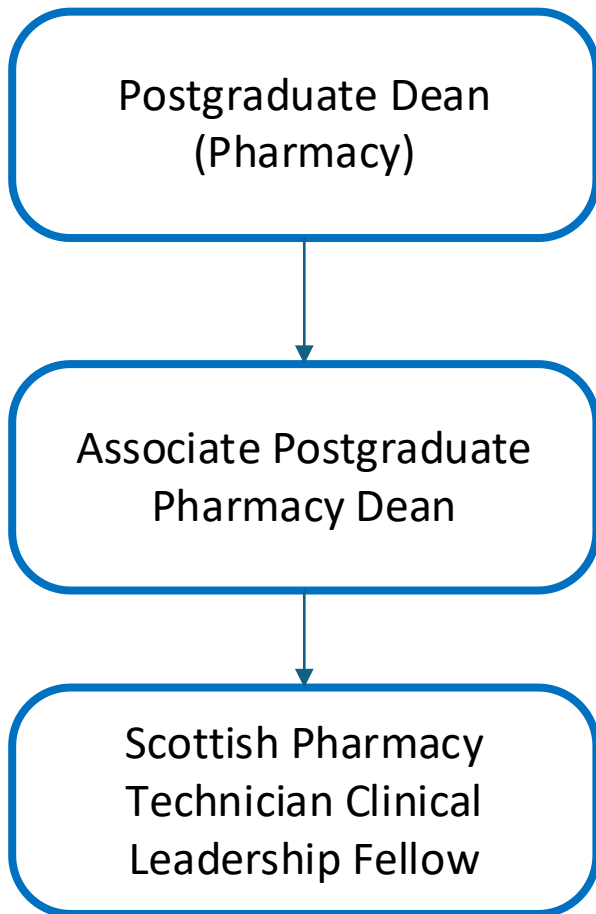
The SPTCLF programme is 12 months long, with a mix of pharmacist and pharmacy technician fellows in each cohort. Each fellow is allocated a Director of Pharmacy mentor, a project mentor and a coach.

The current programme consists of three dimensions:

- Host organisation sponsorship, which requires completion of a project linked to the priorities of these organisations and Health and Care Services in Scotland
- Participation in the Leadership and Management Programme, which includes coaching. This programme will mostly be delivered on a Wednesday for 2026/27.
- Project and Director of Pharmacy mentoring. The fellows' posts are 21 hours and 36 minutes (21.6 hours) per week with the project: leadership split approximately 40:60.

Some roles may require extensive travel and all will provide an element of flexibility around working pattern (in agreement with the host organisation). Further information on each of the host opportunities will become available for the interview stage.

## Team Structure



## Applying for the role

Complete the Assessment section of the online application form by referring to the Person Specification and Leadership Behaviours\*\* below.

- Complete Question 1 ('Why do you think you are suitable for this role?') by explaining how you meet the criteria in the Person Specification.
- Complete Question 2 ('Why do you want to work for the NHS?') by showing how your own values are aligned with each of the five Leadership Behaviours\*\*.

# Person Specification

## Essential Criteria

These attributes are required for the role. Applicants who do not demonstrate the essential requirements in their application will normally not be considered.

## Desirable Criteria

These attributes would be useful for the role. When shortlisting candidates, these criteria will be considered when more than one applicant meets the essential criteria.

Factor	Essential	Desirable
<b>Education and professional qualifications</b>	<ul style="list-style-type: none"> <li>• Registered member with the General Pharmaceutical Council (GPhC)</li> <li>• Qualified Pharmacy Technician</li> </ul>	<ul style="list-style-type: none"> <li>• Honours Degree level qualification with related in-depth experience or</li> <li>• SCQF Level 10 equivalence obtained via Professional Development Awards; Graduate or Professional Apprenticeships; and SVQs</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Significant experience as a pharmacy technician practicing in any sector (community, primary care. Hospital)</li> <li>• Experience of clinical, managerial and/or leadership experience in multidisciplinary services is essential (relevant to the stage to benefit from the Fellowship), together with a sound grasp of the Scottish policy context</li> <li>• A track record of collaborative working and of sharing knowledge and information across teams within large organisations</li> <li>• Experienced in working across complex systems landscape with multiple stakeholders</li> <li>• Proven experience of communicating with and influencing range of stakeholders and of giving presentations at local/national levels</li> </ul>	<ul style="list-style-type: none"> <li>• Experience/understanding of the external political and social environment, including NHS policy priorities.</li> <li>• Track record of collaboration across health and care services and/or education and skills sector</li> <li>• Experience of delivering presentations to large audiences on a local and/or national basis to enhance engagement and collaboration</li> <li>• Experience of working within a Health, Social Care or educational environment</li> <li>• Experience of working flexibly in complex/sensitive environments where the parameters of the job are not necessarily clearly defined</li> <li>• Expertise in accessing, analysing and presenting a</li> </ul>

Factor	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Experience and/or knowledge of audit, evaluation, research and development</li> <li>• Experience of working both independently and as part of a team, whilst balancing a range of competing priorities</li> <li>• Experience of leading team meetings, webinars, events and/or conferences online</li> <li>• Track record of working within project management environments, planning and organising a variety of tasks, including involvement in multiple projects and programmes of work</li> <li>• Experience communicating complex, confidential and often sensitive information with a range of staff across the organisation and with external stakeholders (both verbally and in writing)</li> <li>• Ability to work with minimal supervision; to plan and prioritise own workloads, and that of your team; and to meet deadlines</li> <li>• Flexible approach to learning and problem solving</li> <li>• Commitment to own personal and professional development, and that of your team</li> </ul>	<p>wide range of complex information to a range of audiences</p>
<p><b>Specific skills, knowledge, and training</b></p>	<ul style="list-style-type: none"> <li>• Evidence of leadership skills and potential to influence using self-management ability and analytical, prioritisation and judgement skills in order to influence services.</li> <li>• Knowledge, understanding and experience of the challenges within complex organisations and leading through influence.</li> <li>• Demonstrate honesty, integrity, care, and compassion when dealing with others, utilising tact, and persuasion skills when necessary</li> <li>• Evidence of effective time management and self-management skills, including prioritisation of conflicting tasks</li> </ul>	<ul style="list-style-type: none"> <li>• Sound understanding of the application of GDPR to the storage and use of personal information and data privacy</li> <li>• Knowledge and understanding of the wider combined health and social care system (including the third and independent sector) along with a sound grasp of the Scottish policy context/sector</li> </ul>

Factor	Essential	Desirable
	<ul style="list-style-type: none"> <li>• Aptitude for building key networks and strategic alliances across multiple stakeholders</li> <li>• Highly effective communicator (written and verbal) with the ability to understand the audience and adapt communication style accordingly</li> <li>• Ability to manage internal and external stakeholders across different levels of seniority</li> <li>• Ability to respond to confidential and sensitive situations with confidence and discretion, utilising tact, diplomacy, and persuasion skills when necessary</li> <li>• Ability to collate and produce reports and statistical information</li> <li>• Line management skills and experience including coaching and/or mentoring of team members</li> <li>• Proven expertise in using Microsoft 365, in particular Teams, Word, Excel, PowerPoint and SharePoint</li> <li>• Ability to meet the travel requirements of the post</li> <li>• Values driven approach to practice, aligned with core NHS values**</li> </ul>	

# Leadership Behaviours\*\*

The five Leadership Behaviours describe how we work and how we want colleagues to behave, whatever their role:

## Inspiring

- Passionate about our purpose and about excellence
- Communicating with enthusiasm
- Innovative and learning from success as well as setbacks

## Empowering

- Giving our colleagues space and authority to deliver outcomes
- Investing in learning and development
- Being approachable and open to constructive challenge

## Adaptive

- Responding flexibly to changing requirements and helping others to do the same
- Recognising that required expertise may not always sit at the top of the hierarchy
- Actively encourage innovative ideas/input from all levels

## Collaborative

- Committed to working together and across professional, clinical, and organisational boundaries internally and externally to achieve our objectives
- Sharing knowledge and skill for the benefit of the organisation as a whole
- Seeking feedback from colleagues to ensure quality

## Engaged and Engaging

- Committed to our values, agreed ways of working and our strategic and operational direction
- Visible to our stakeholders and to our teams
- Straightforward and honest in our communications