



## OUR PURPOSE

To be a collaborative, innovative and inclusive learning organisation that provides high quality education, training, workforce development, workforce data and technology for Scotland's health and social care workforce.



## OUR VISION

Supporting better rights-based quality care and outcomes for every person in Scotland through a skilled, capable and resilient health and social care workforce.

Associate Postgraduate Dean – Pharmacy

Medical Directorate/Pharmacy

NHS Education for Scotland (NES)

2025

Location: Flexible  
Grade: Agenda for Change Band 8C  
Salary: £87,400 – 93,685 per annum  
Job Status: Full Time, 37 hours per week  
Duration: Permanent

*NHS Education for 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 Directorate

NHS Education for Scotland (NES) plays a critical role in supporting the health and care sector to have the right people, in the right place at the right time through education, training and workforce development. People are the lifeblood of the NHS and social care; NES is right at the heart of ensuring a future supply. We're also central to delivering digital solutions which enable improvement in service to Scottish citizens and support our workforce to deliver it. Our organisation is full of talented, committed, specialists across health and care disciplines, backed up by excellent support functions. We are highly collegiate, innovative and delivery focussed.

NHS Education for Scotland (NES) is the national health board with statutory responsibilities to effect sustainable change through workforce development, education and training across the health and social care system in Scotland, while working at UK level with partner organisations.

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

## About the Role

We are looking for a highly motivated and innovative person to be part of this challenging and rewarding stage of education development for pharmacists. The role will require someone who is dynamic, adaptable, who can forward think and communicate effectively with a broad range of stakeholders. The post holder will have experience of developing and delivering education and training on a local or regional scale. The post holder will have a highly specialised knowledge in pharmacist education, particularly in relation to prescribing, clinical skills, advanced practice training in Primary Care and simulation based training.

The postholder will be someone with well-developed interpersonal, communication and leadership skills and a commitment to delivering high quality services in support of the pharmacy education and career development.

The Associate Postgraduate Dean will play a leading role, working with stakeholders across Scotland and colleagues from other GB/UK pharmacy education bodies, to further develop the pharmacist workforce in line with Scottish Government, Service and NES strategic directions. You will be responsible for the NES delivery of prescribing, clinical skills, advanced practice training in Primary Care and simulation based education and training for pharmacists in Scotland.

You will work collaboratively across the Scottish and GB/UK context for pharmacy education development and delivery.

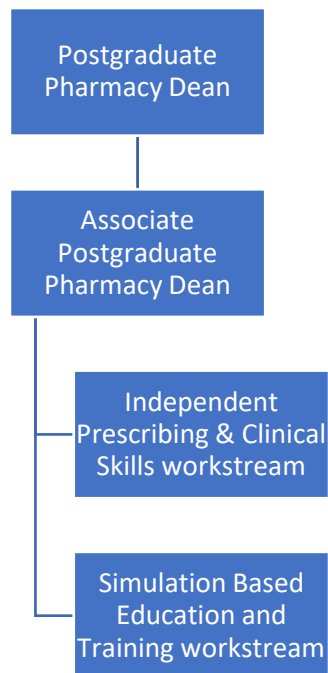
This post includes the opportunity for the postholder to work full time or to work for 30 hours per week in order to maintain up to 1 day per week working in clinical practice.

Key tasks will include but will not be limited to:

- Playing a lead role influencing and impacting the education and development of the pharmacist workforce at all career levels of practice
- Translate strategy and changing national/professional pharmacy policy into action plans which will impact throughout Scotland
- Participating in educational governance for NES pharmacy programmes

- Providing professional expertise on learning and education quality assurance and enhancement/improvement
- Interpret national and professional health service policies, in order to develop a long-term strategy and lead on policies for specific projects with set standards and targets in relation to education, training and the workforce
- Liaise and develop networks with relevant stakeholders such as Community Pharmacy Scotland, Health Boards, Scottish Government, RPS and GPhC
- Provide management and development of associated team and contribute to delivery/budget/resource planning
- Develop and present papers, briefing documents and reports (internal and external)
- Maintain and enhance internal relationships within NES and external relationships across key stakeholders

## Team Structure



## Applying for the role

Complete the Assessment section of the online application form by referring to the Person Specification and NES 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 NES 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>• Master of Pharmacy degree and registered with the General Pharmaceutical Council (GPhC)</li><li>• Postgraduate MSC/Dip in Clinical Pharmacy or equivalent relevant experience</li><li>• Independent prescribing qualification</li></ul>	<ul style="list-style-type: none"><li>• Masters level educational qualification or relevant experience</li></ul>
<b>Experience</b>	<ul style="list-style-type: none"><li>• Significant experience across all four pillars of Advanced Practice – Clinical, Education, Leadership and Research</li><li>• Experience of working as a pharmacist in a direct patient facing role (any sector)</li><li>• Significant experience in the education and training of pharmacists</li><li>• Evidence of leadership skills e.g., in engaging, motivating and influencing others at senior levels</li><li>• Experience in managing staff and services</li><li>• Experience of service development/management of change at both operational and strategic level</li><li>• Experience of initiating, conducting, coordinating and disseminating research/evaluation</li><li>• Proven track record in education and training to a high level for national developments</li><li>• Track record in developing, commissioning, managing and</li></ul>	<ul style="list-style-type: none"><li>• Proven experience in the design, implementation and evaluation of business/management processes and systems within a health and social care environment</li><li>• Experience of leading and managing large and complex projects/programmes within a hybrid working environment</li></ul>

Factor	Essential	Desirable
	<p>evaluating development programmes/activities</p> <ul style="list-style-type: none"> <li>• A track record in delivering presentations to large audiences on a national basis and with experience and knowledge of developing and delivering management education</li> <li>• Experience of working flexibly in complex environments where parameters of the job are not clearly defined</li> <li>• Experience and evidence of success in coordinating, monitoring and managing financial and other resources within a department or directorate</li> <li>• A track record of collaborative working and of sharing knowledge and information across teams within large organisations</li> <li>• Experienced in leading the planning, execution, and reporting on delivery progress at a senior level</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><b>Specific skills, knowledge, and training</b></p>	<ul style="list-style-type: none"> <li>• Evidence of leadership skills and ability to influence at all levels using self-management ability and analytical, prioritisation and judgement skills in order to influence educational services</li> <li>• Proven and demonstrable ability to function and support others within the context of a rapidly changing environment</li> <li>• A good understanding of NHS, Community, education and professional structures and processes is essential along with a sound grasp of the Scottish Policy context</li> <li>• The postholder must have the aptitude and skills necessary to develop and utilise an extensive and complex professional network of contacts and relationships with government agencies, funding bodies, professional regulatory</li> </ul>	<ul style="list-style-type: none"> <li>• Evidence of expert knowledge of role development and advancing practice</li> <li>• Using self-management ability and analytical, prioritisation and judgement skills in order to influence health and social care services</li> <li>• A good understanding of the health, social work and social care system along with a sound grasp of the Scottish policy context and Scottish public sector</li> <li>• Knowledge and skills of leading organisational culture change within a hybrid working environment</li> <li>• Demonstrable knowledge and expertise in policy interpretation and development of strategy</li> </ul>

Factor	Essential	Desirable
	<p>bodies, other education provider and the Service</p> <ul style="list-style-type: none"> <li>• Core management skills applied within NHS settings; negotiation, project management, facilitation, budget and relevant IT skills</li> <li>• Enabling innovation and the delivery of services aligned to corporate programme objectives</li> <li>• Evidence of strong analytical skills, confident in data management and in dealing with numerical analysis and reporting</li> <li>• Strong knowledge, understanding and experience of the challenges within complex organisations and leading through influence</li> <li>• Ability to write concise, accurate, informative papers and reports for Board level audiences</li> <li>• Delivery focussed, you are disciplined and able to define and prioritise what's most important and how to achieve that in the most efficient and effective way</li> <li>• Continually strives to develop processes and ways of working to improve the quality of services</li> <li>• Demonstrable ability to manage internal and external stakeholders across different levels of seniority</li> <li>• Highly effective communicator (written and verbal) with the ability to understand the audience and adapt communication style accordingly</li> <li>• Experienced people manager, establishing career pathways, developing workforce skills capabilities, managing performance, attraction, retention, and encouraging innovation</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 &amp; NES values**</li> </ul>	<ul style="list-style-type: none"> <li>• Strategic thinker, with an understanding of the long-term vision of the organisation and the ability to contribute to its corporate strategy and long-term plan(s) that will help achieve that vision</li> <li>• Strong understanding of the application of GDPR to the storage and use of personal information and data privacy</li> <li>• A clear 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>

## NES Leadership Behaviours\*\*

The five NES Leadership Behaviours describe how we work at NES, 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