

Post: Lead Pharmacist WGH & SCAN Pharmacy lead

PERSON SPECIFICATION

In order to be shortlisted you must demonstrate you meet all the essential criteria and as much of the desirable as possible. When a large volume of applications are received for a vacancy and most applicants meet the essential criteria then the desirable criteria is used to produce the shortlist.

Criteria	Essential	Desirable	How assessed
Personal Traits	<p>Enthusiastic, motivated</p> <p>Flexible</p> <p>Team player</p> <p>Innovative</p> <p>Empathic</p>		A & I & R
Qualifications and Training	<p>Masters degree in pharmacy or equivalent</p> <p>Registration with the General Pharmaceutical Council of Great Britain</p> <p>Post graduate qualification in clinical pharmacy or pharmaceutical sciences (MSc or PhD)</p>	Supplementary/ Independent prescribing qualification	A & C
Experience and Knowledge	<p>Experience of assessing and reviewing the work of others, and providing professional advice at a high level for multi-professional and/or senior management teams.</p> <p>Experience at local and national level of project leadership and multi-professional team working.</p> <p>Demonstrated ability to innovate, lead and direct the strategic development of, and improve the effectiveness of, a Division (or equivalent) pharmacy service.</p> <p>Experience working at a senior level in a pharmacy management/professional leadership post or equivalent experience in health related posts.</p> <p>Practical experience in facilitating change in clinical practice.</p> <p>Evidence of leading, planning and undertaking research and development, e.g. clinical trials, scientific publications, presentation and papers at</p>		A & I & P

Criteria	Essential	Desirable	How assessed
	<p>conferences, seminars, etc.</p> <p>Sound knowledge of pharmaceutical law, ethics and legislation relating to pharmacy practice and the use of medicines.</p> <p>Specialist knowledge across pharmacy sub-specialties, and understanding of operational and strategic issues for aseptic and general dispensing, storage and distribution, clinical pharmacy and cancer services.</p> <p>Knowledge of national and local strategies, policies and guidance.</p> <p>Ability to interpret and analyse clinical, scientific, financial, personnel and audit/research data and information to make decisions and form opinions.</p>		
Skills and/or Abilities	<p>Excellent communication skills – oral and written and ability to communicate effectively and confidently at all levels within the NHS and external partners.</p> <p>Effective interpersonal and influencing skills.</p> <p>Computer literate, including the use of database and spreadsheets.</p> <p>Management skills to deal with personnel issues, budget/financial issues, resource planning, project planning, performance review of people and systems.</p> <p>Ability to work effectively under pressure, and to meet deadlines.</p> <p>Experience maintaining effective working relationships with senior clinicians and managers, and to operate within complex multidisciplinary environments.</p> <p>Accepted as having professional leadership standing amongst colleagues.</p> <p>Research and audit skills, ability to assess research and audit needs, ability to plan, deliver and report research and audit projects.</p>		A, I, R & P

Key – how assessed	
A = Application form	I = Interview
C = Copies of certificates	T = Test or exercise
P = Presentation	R = References