



## PERSON SPECIFICATION

Assessment through application, interview and presentation

	<b>Essential</b>	<b>Desirable</b>	<b>Evidence</b>
<b>Qualifications</b>	<p>First degree in Pharmacy (Masters) or equivalent</p> <p>Registration with the General Pharmaceutical Council</p> <p>Post-Graduate Clinical Pharmacy Diploma or equivalent experience.</p> <p>Leadership qualification or training.</p>	<p>MSc in Clinical Pharmacy</p> <p>Independent Prescriber</p> <p>Teaching qualification</p> <p>Coaching qualification</p> <p>RPS Credentialing</p> <p>Human Factors Training</p>	<p>Application</p> <p>Employment Checks</p>
<b>Experience</b>	<p>Broad clinical pharmacy provision in a number of different clinical areas or sectors.</p> <p>Working with senior clinicians and managers.</p> <p>Understanding of medication funding streams, drug usage and expenditure reports and use of financial reports to influence business cases and clinical practice.</p> <p>Delivering quality improvements.</p> <p>Medicines management policy development and implementation.</p> <p>Change management at a team level.</p> <p>Risk management and investigation of Incidents.</p>	<p>Recent clinical experience in the specialism.</p> <p>Recognition as an expert in a relevant clinical field at Trust level.</p> <p>Working across organisational boundaries.</p> <p>Implementing a cost reduction programme.</p> <p>Line management</p> <p>Clinical tutor for post graduate diploma</p> <p>Leading a team.</p>	<p>Interview</p>
<b>Personal Skills</b>	<p>Evidence based, methodical approach</p> <p>Excellent clinical prioritisation</p> <p>Negotiating and influencing</p>	<p>Evidence of balancing conflicting priorities</p> <p>Member of the Royal Pharmaceutical Society (RPS)</p>	<p>Interview</p>



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	<p>Problem identification and resolution.</p> <p>Proven time management skills ability to work under pressure.</p> <p>Able to work autonomously or within a team.</p> <p>Excellent communication &amp; Interpersonal skills.</p>	<p>Member of relevant professional group e.g. UKCPA</p> <p>Ability to travel to all sites including the use of public transport</p>	
<b>Behavioural Skills</b>	<p>Acts in accordance with the Trust values</p> <p>Adaptable and resilient</p> <p>Professional at all times</p> <p>Growth mindset, and continuing professional development.</p> <p>Appreciation of the value of equality diversity and inclusion</p> <p>Ability to motivate self and others.</p> <p>Professional and personal integrity</p> <p>Facilitative, collaborative leadership approach.</p>	<p>Enthusiasm</p> <p>Positive attitude to all tasks and stakeholders.</p>	Values Based Interview
<b>Technical Skills</b>	<p>Working knowledge of Office 365.</p>	<p>Experience using Cerner Millenium</p>	