



HERTFORDSHIRE PARTNERSHIP UNIVERSITY NHS FOUNDATION TRUST

PERSON SPECIFICATION

The person specification must detail the level at which a person should have reached before you recruit them. You should use the dimensions and levels for the second gateway subset of the relevant KSF outline to assist with developing the person specification.

*Successful candidates **MUST** have the potential to achieve the knowledge and skills requirements of their second gateway.*

Job Title: Chief Pharmacist

Department: Medicines Management and Pharmacy

Date last reviewed: June 2015

CRITERIA	ESSENTIAL	DESIRABLE
<p>KNOWLEDGE, TRAINING AND EXPERIENCE:</p> <ul style="list-style-type: none"> • UK registered pharmacist with General Pharmaceutical Council of 5 years qualification • Higher degree or post-graduate qualification in clinical or psychiatric pharmacy or prescribing. E.g. Diploma or MSc in Clinical or Psychiatric Pharmacy or other equivalent clinical experience. • Specialist theoretical and practical knowledge and experience working in the NHS in a mental healthcare, hospital or CCG setting on prescribing/medicines management • Additional areas of training through short courses 	<p>Essential</p> <p>Essential</p> <p>Essential</p>	<p>Desirable</p>

CRITERIA	ESSENTIAL	DESIRABLE
<p>AREAS OF EXPERIENCE AND KNOWLEDGE:</p> <ul style="list-style-type: none"> • Able to demonstrate record of achieving results against set targets • Experience of service development in an NHS organisation • Staff development and change management • Managing quality and cost effectiveness initiatives in a large NHS organisation and across the local health economy • Excellent computer skills • Advanced specialist knowledge of drugs available for prescription in psychiatry • Understanding of issues facing the NHS • Understanding of primary and secondary care working and the interface between them. 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	
<p>COMMUNICATION SKILLS</p> <ul style="list-style-type: none"> • Good communicator, both verbally and in writing • Persuasive and negotiating skills • Empathetic and reassurance skills • Communication in a manner that is consistent with legislation, policies and procedures and demonstrating Trust values 	<p>Essential</p> <p>Essential</p> <p>Essential</p> <p>Essential</p>	
<p>ANALYTICAL SKILLS</p> <ul style="list-style-type: none"> • Able to make judgements involving complex facts or situations which require analysis, interpretation and comparison of a range of options • Able to critically appraise clinical trial data and research papers. 	<p>Essential</p> <p>Essential</p>	

CRITERIA	ESSENTIAL	DESIRABLE
<p>DIVERSITY</p> <ul style="list-style-type: none"> • Show respect and treat people with dignity • Communicates in a form or manner which is consistent with the person's level of understanding, culture, background and preferred ways of communicating. 	<p>Essential</p> <p>Essential</p>	
<p>PHYSICAL SKILLS</p> <ul style="list-style-type: none"> • Computer skills for entering clinical notes on electronic patient record, driving, utilise keyboard to manipulate spread sheets. • Car driver (unless you have a disability as defined by the Equality Act 2010 which prevents you from driving) 	<p>Essential</p> <p>Essential</p>	
<p>PHYSICAL EFFORT</p> <ul style="list-style-type: none"> • Moving and handling laptop and projector and handouts for mandatory training in medicines management • Post holder is required to travel to all sites in the Trust by car. <p><i>Applicants who have a disability should still be shortlisted regardless of any "physical" strength if there is a 'reasonable' adaptation that can be made to the post.</i></p>	<p>Essential</p> <p>Essential</p>	
<p>MENTAL EFFORT</p> <ul style="list-style-type: none"> • Regular requirement for concentration with frequent interruptions • The job will require frequent use of VDU equipment every day and intense concentration in a sometimes noisy open plan office environment. • The post holder may encounter challenging/hostile service users 	<p>Essential</p> <p>Essential</p> <p>Essential</p>	

<p>when visiting the mental health units.</p> <ul style="list-style-type: none"> • Communication of complex information about medicines regarding individual service users within own organisation and across other organisations for example the PCT, acute trusts or community pharmacy. This may be multi-professional and there may be barriers to overcome in effective communication 	Essential	
<p>EMOTIONAL EFFORT</p> <ul style="list-style-type: none"> • Occasional requirement to deal with distressing or emotionally charged situations. 	Essential	
<p>GENERAL</p> <ul style="list-style-type: none"> • Self-motivated and able to work independently • Good team worker • Good team manager • Self-confident and able to influence professionals • Ability to concentrate for long period of time • Able to deal with confrontational situations • Demonstrates Trust Values 	All Essential	

NB: ALL INDICATORS SHOULD BE SUPPORTED BY APPROPRIATE EVIDENCE WHICH IS CLEAR AND CHECKABLE AT INTERVIEW

