

PERSON SPECIFICATION

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| JOB TITLE: | <u>Lead Pharmacist for Cancer Services</u> |
| JOB BAND: | Band 8a |

GUIDANCE FOR MANAGERS:

This document will not be used for the purpose of advertising the post but should be used as a tool to assist in the shortlisting of candidates. All role requirements detailed in this document, both essential and desirable that will be used to assess the suitability of a candidate must be added to the Role Requirements tab on the Trac System.

| Qualifications & Education | Weighting (Essential or Desirable) |
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| MPharm or equivalent academic qualification | Essential |
| Current membership of the General Pharmaceutical Council | Essential |
| Postgraduate Diploma in clinical pharmacy or equivalent experience/qualification | Essential |
| Pharmacist Independent Non-medical prescriber (or willing to work towards completion). | Desirable |

| Knowledge and Training | Weighting (Essential or Desirable) |
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| Clinical Oncology and Haematology knowledge | Essential |
| Assessment & interpretation of Systemic Anticancer Therapy prescriptions | Essential |
| Provision of out of hours pharmaceutical services if service requires this | Essential |
| Understanding of all laws relating to aseptic dispensing & supply of medicines | Desirable |
| Writing and maintaining SOPS, reports and performing audits | Desirable |
| Evidence of commitment to continuing education | Essential |

| Experience | Weighting (Essential or Desirable) |
|---|---|
| Extensive hospital (secondary care) experience post registration | Essential |
| Experience in the provision of clinical pharmacy services to oncology and haematology patients | Essential |
| Experience in working as a non-medical prescriber within Oncology or Haematology | Desirable |
| Experience in prescription verification of Systemic Anticancer Treatments | Essential |
| Experience in in-process checks and final check/release of Systemic Anticancer Treatments and parenteral nutrition products | Desirable |
| Line management experience | Desirable |
| Experience in implementing change and project management | Desirable |
| Able to work during the normal working week, extended hours, weekends and bank holidays. | Essential |
| Able to commute to meet the demands of the post. | Desirable |

| Communication & Relationship Skills | Weighting (Essential or Desirable) |
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| Good team worker - able to work alone and supervise others where necessary | Essential |
| Enthusiastic personality | Essential |
| Good written/oral communication skills with all grades of healthcare professionals | Essential |
| Ability to mix with existing staff | Essential |
| Empathetic and patient | Essential |
| Professional, credible, accountable, responsible and confident | Essential |
| Friendly, supportive and able to motivate others | Essential |
| Motivated and a desire to enhance the service | Essential |
| Negotiation & influencing of other health care professionals | Essential |

| Analytical & Judgement Skills | Weighting (Essential or Desirable) |
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| Able to critically appraise and evaluate information and communicate the findings clearly in simple terms | Essential |
| Positive thinker, problem solver, ability to think laterally to develop new ideas | Essential |
| Ensure clinical practice is evidence based | Essential |
| IT literate – use of databases and the internet for retrieving medicines information | Essential |

| Planning & Organisational Skills | Weighting (Essential or Desirable) |
|---|---|
| Self-motivating within the work place. | Essential |
| Ability to meet deadlines and manage time/set priorities | Essential |
| Commitment to own training and training of others | Essential |
| Able to respond under pressure to interruptions in work pattern to deal with urgent enquiries | Essential |

| Physical Skills | Weighting (Essential or Desirable) |
|--|---|
| Ability to maintain effectiveness and prolonged concentration under pressure | Essential |
| Ability to work in a challenging and emotive environment | Essential |
| Ability to work alone and make decisions within agreed parameters and appropriate referral/escalation as necessary | Essential |

| Equality, Diversity, Inclusion and Trust Values | Weighting (Essential or Desirable) |
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| Able to provide safe, caring, and effective services | Essential |
| Values and behaviours that reflect the Trust values of Care, Respect and Responsibility | Essential |

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| Commitment to creating a diverse and inclusive workplace that is free from discrimination and where people feel they belong and their contribution is valued | Essential |
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| Prepared by: | Georgia Malesi |
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