

Person Specification / Interview Score Sheet

Job Title: Consultant Pharmacist Neurology

Accountable to: Deputy Associate Director of Pharmacy / Clinical Director Neurosciences

Criteria	Essential Criteria	Desirable Criteria	Mgmt Score	Essential HI*	Desirable HI*
Qualifications	<ul style="list-style-type: none"> ➤ Master's degree in Pharmacy ➤ Registered as a pharmacist with the General Pharmaceutical Council (GPhC) ➤ Post graduate Diploma or MSc in Clinical Pharmacy Practice (or equivalent experience) ➤ Registered as an Independent prescriber with the GPhC ➤ Extensive training in neurology or equivalent clinical experience ➤ Postgraduate Leadership qualification or equivalent experience 	<ul style="list-style-type: none"> ➤ Postgraduate qualification relating to neurology or equivalent experience ➤ Active member of the UKCPA Neurosciences Community or equivalent specialist interest group ➤ Member of the Royal Pharmaceutical Society completed or working towards consultant pharmacist credentialing 			
Experience	<ul style="list-style-type: none"> ➤ Extensive and broad experience working in hospital pharmacy as a lead clinical pharmacist ➤ Expert level knowledge covering a range of clinical pharmacy services and able to provide highly specialist advice ➤ Proven experience as a lead specialist clinical pharmacist in neurology ➤ Significant experience of clinical teaching at all levels and across multiple professions ➤ Proven managerial and leadership skills such as mentoring, peer support, recruitment and objective setting. ➤ Demonstratable experience of undertaking and publishing research and / or audit at an advanced level. ➤ Ability to collaborate and communicate constructively with internal and external partners to create the conditions for successful partnership working ➤ Evidence of writing clinical guidelines and implementing national directives ➤ Experience as a Clinical Pharmacy tutor to trainee and post-registration pharmacy staff 	<ul style="list-style-type: none"> ➤ Previous experience leading patient level clinics in neurology ➤ Financial forecasting and managing drug expenditure to include contribution to delivering cost improvement programmes ➤ Experience working across healthcare systems to drive population-based improvements ➤ Experience of job planning ➤ Experience of academic research and grant applications 			

<p>Technical Skills Competencies</p>	<ul style="list-style-type: none"> ➤ Excellent written and verbal communication skills ➤ Excellent negotiating skills and the ability to influence medical, pharmacy and management staff ➤ Good interpersonal skills when dealing with patients and staff of all levels. ➤ Computer literate including electronic prescribing and pharmacy systems. ➤ Effective time management ➤ Good planning and organisational skills ➤ Able to demonstrate advanced problem solving and prioritising abilities ➤ Plan, organise, audit and evaluate work ➤ Intellectual flexibility, including the ability to understand both operational detail and wider strategic visions, and to articulate these to others and the ability to cope with ambiguity and perform through uncertainty ➤ Demonstrates advanced clinical knowledge and evidence-based decision making ➤ Ability to recognise and manage risks ➤ Demonstrate the ability to recommend, substantiate and communicate appropriate therapeutic options for patients 	<ul style="list-style-type: none"> ➤ Can demonstrate innovation from idea to practice ➤ Physical assessment skills for neurology patients 			
<p>Knowledge</p>	<ul style="list-style-type: none"> ➤ Excellent clinical knowledge of current therapeutics and pharmacy practice in multiple specialities ➤ Demonstrates expert knowledge covering a range of pharmacy services ➤ Working knowledge of and ability to apply all aspects of regulatory legislation and guidelines applicable to pharmacy services ➤ Good and up to date working knowledge of all main neurological conditions 	<ul style="list-style-type: none"> ➤ Maintains a portfolio of practice 			
<p>Other requirements specific to the role</p>	<ul style="list-style-type: none"> ➤ Behaves in a professional manner at all times by setting and maintaining a high personal and professional standard that enables effective working relationships with others e.g. senior decision makers ➤ Able to work on weekends and bank holidays on a rota basis ➤ Be able to drive and have access to personal transport for remote clinics when and if needed 	<ul style="list-style-type: none"> ➤ Seeks out, and takes, opportunities for improving the service with focus on service recipient outcomes and feedback 			

<p>Personal Attributes</p>	<ul style="list-style-type: none"> ➤ Excellent interpersonal skills, including proven listening and communication skills; with a track record in writing complex business cases and policies; ➤ Influencing and negotiating skills ➤ Ability to work on own initiative and as part of a team ➤ Ability to work with multidisciplinary teams ➤ A constructive member of the team, able to maintain good working relationships with colleagues ➤ A strong sense of personal and team accountability coupled to a clear understanding of the boundaries around delegated authority, responsibility and accountability; ➤ Ability to respond positively to and manage change. ➤ Flexible and adaptable approach to meet the demands of the job ➤ Self-motivated, conscientious and reliable ➤ Ability to act as a role model and coach ➤ Strong sense of commitment to openness, honesty and integrity in undertaking the role ➤ Takes pride in their work and has the ability to complete projects to a satisfactory conclusion ➤ Flexible in their attitudes and behaviours to support team working and delivery of objectives ➤ Committed to continuing professional development and lifelong learning 				
<p>Language requirement</p>	<ul style="list-style-type: none"> ➤ Be able to speak and write English to a high standard 	<p>Total Score</p>			

Scoring Key:	
1	Does not meet criteria
2	Below requirement (serious shortcomings)
3	Acceptable level of competence (some shortcomings in performance)
4	Acceptable level of competence (quality evidence provided)
5	Exceptional standard

*HI – How Identified	
A	Application form
I	Interview
T	Test
P	Presentation