



Scottish Pharmacist Clinical Leadership Fellow – Person Specification

Essential Criteria – these are attributes without which a candidate would not be able to undertake the full remit of the role. Applicants who do not clearly demonstrate in their application that they possess the essential requirements will normally be eliminated at the short listing stage.

Desirable Criteria – these are attributes which would be useful for the candidate to hold. When short listing, these criteria will be considered when more than one applicant meets the essential criteria.

Means of Assessment – please note that candidates invited for interview will be notified if there will be a requirement to undertake a test or presentation. These additional assessments may be used to judge one or more criteria within the factor.

| Factors | Essential | Desirable | Means of Assessment |
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| Key Leadership Behaviours | <ul style="list-style-type: none"> Understands the importance of developing appropriate behaviours and competencies in leadership and management | Evidence of interest in/experience of coaching and mentoring | Application & Interview |
| Education and Professional Qualifications | <ul style="list-style-type: none"> Qualified Health Professional, registered with the GPhC, and experience of working within the NHS at a senior level Educated to Masters level or equivalent PG Dip/MSc in Clinical Pharmacy or equivalent relevant experience | Additional related qualifications or working towards e.g. Postgraduate Diploma, BA, MBA, PhD or equivalent | Application & Pre-Employment checks |
| Experience/Training (including research if appropriate) | <ul style="list-style-type: none"> Experience of significant breadth and depth of clinical, managerial and leadership experience in multidisciplinary services is essential, together with a sound grasp of the Scottish policy context Experience of working at a national level Experience of service development/management of change at both operational and strategic level Evidence of involvement in quality improvement project | | Application & Interview |

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| | <ul style="list-style-type: none"> • Experience of initiating, conducting and coordinating research/evaluation • Expertise in managing staff and services • Evidence of leadership skills e.g. in engaging, motivating and influencing others at senior levels | | |
| <p>Specific Skills and Knowledge</p> | <ul style="list-style-type: none"> • Evidence of leadership skills and ability to influence at all levels using self-management ability and analytical, prioritisation and judgement skills in order to influence services • Core management skills applied within NHS settings; negotiation, project management, facilitation, budget and relevant IT skills • Proven and demonstrable ability to function and support others within the context of a rapidly changing environment • The post holder must have the skills necessary to develop and utilise an extensive and complex professional network of contacts and relationships with government agencies, professional and regulatory bodies and the Service • Ability to work in complex environments where the parameters of the job are not necessarily clearly defined • A good understanding of NHS and professional structures and processes • Highly developed written and verbal communication skills • Good problem solving and decision-making skills • Shows initiative, drive and enthusiasm • Coping with pressure and managing uncertainty | | <p>Application & Interview</p> |