Our vision for Pharmacy is....

A happy, fulfilled workforce that provides outstanding care to the local community.

NHS
Portsmouth Hospitals University
NHS Trust

Title: Oncology/Haematology Specialist Pharmacist for Clinical Trials

Band: 8a

Staff Group: Healthcare Scientist

Reports to: Principal Pharmacist, Quality, Governance, and Training

Job Summary:

Portsmouth Hospitals University NHS Trust is proud to provide expert, compassionate care for our local population. Our main hub is the Queen Alexandra Hospital, which is one of the largest hospitals on the south coast employing over 8,700 staff. We are ranked third nationally for research activity, and our Clinical Research & Innovation Department sits at the heart of that achievement.

We are looking for an experienced Oncology/Haematology Pharmacist who is ready to take their specialist expertise into the world of clinical research.

The postholder will function as a highly specialist clinical trials pharmacist, with a focus on oncology and haematology trials. This role will operate largely within the clinical trials pharmacy team, but with a portion of weekly activity dedicated to supporting our Haematology and Oncology Pharmacy service — giving the successful candidate the opportunity to maintain and develop their oncology clinical expertise alongside a growing specialism in clinical research pharmacy.

Day-to-day activity will include undertaking clinical screening and validation of SACT, supporting the operational delivery of cancer pharmacy services, and contributing to safe and efficient systems for the management of investigational medicinal products (IMPs). This includes supporting the build and validation of clinical trial protocols within electronic prescribing systems, contributing to capacity planning, and working closely with aseptic services to ensure treatment and trial readiness.

Other responsibilities will include protocol review, feasibility, set-up, governance, and implementation — working in close partnership with clinical teams and the Research & Innovation Department and engaging with regional and national research networks such as the RRDN and Cancer Alliance.

The postholder will also provide day-to-day professional support and leadership to pharmacists within the cancer and clinical trials team, including Band 7 and Band 6 staff, contributing to workforce development, training, and service delivery. You do not need a background in clinical trials to apply — full training and support will be provided

Key Responsibilities:

Clinical Cancer Services

- Provide advanced clinical pharmacy input and leadership to oncology and haematology services at PHU.
- Clinically screen, validate, authorise, and release SACT prescriptions, ensuring clinical appropriateness, protocol compliance, and patient safety prior to dispensing or administration.
- Support the safe, timely preparation, release, and supply of cancer medicines, including aseptic products, across inpatient, outpatient, and day-case settings.
- Ensure prescribing is safe, evidence-based, and compliant with national guidance, commissioning requirements, and the PHUT formulary.
- Provide clinical oversight of cancer electronic prescribing systems (e.g. ARIA), supporting safe SACT workflows and protocol and regimen development and validation.
- Act as a key member of the multidisciplinary team, influencing clinical decision-making to optimise patient outcomes for both standard-of-care and clinical trial patients.
- Identify, investigate, and mitigate medicines-related risks, incidents, and safety concerns across oncology and haematology services.
- Provide highly specialist advice on cancer therapeutics, toxicity management, and supportive care.
- Support individual patient counselling on standard and investigational medicines, including patients' own drug schemes and medicines reconciliation on admission and discharge.
- Assist clinicians in preparing business case applications for the District Prescribing Formulary and Area Prescribing Committee and support formulary development within oncology and haematology specialities.
- Contribute to the development and review of oncology and haematology prescribing guidelines, pharmacy protocols, and drug information resources.
- Liaise with GPs, community pharmacists, and other healthcare professionals to ensure seamless pharmaceutical care across care settings.

Clinical Trials – Research & Innovation

- Lead the pharmacy contribution to oncology and haematology clinical trials, ensuring safe, efficient, and timely delivery within cancer services.
- Undertake protocol review, clinical risk assessment, and pharmacy feasibility assessment, supporting timely study activation and Pharmacy Green Light approval.
- Support end-to-end pharmacy set-up of trials, including prescribing system builds, treatment protocol configuration, dispensing worksheets, IMP accountability frameworks, and governance documentation.
- Support the build, validation, and safe implementation of clinical trial protocols within electronic prescribing systems (e.g. ARIA), working in partnership with clinical and Research & Innovation teams.

- Lead on the full pharmacy lifecycle of investigational medicinal products (IMPs): receipt, storage, dispensing, accountability, reconciliation, and return or destruction.
- Provide expert advice on IMPs, including safe use, aseptic preparation requirements, blinding procedures, import/export requirements, and regulatory compliance.
- Work collaboratively with aseptic services to ensure aseptic production readiness and capacity for trial and standard SACT delivery.
- Act as the primary pharmacy contact for sponsors, CROs, and monitors; maintain audit-ready documentation and pharmacy trial master files at all times.
- Support the pharmacy management of ATMP and ATIMP studies, liaising with ATMP Committees, Biosafety Officers, and cross-trust partners as required.
- Ensure trials are deliverable within service capacity, proactively identifying and addressing operational and resource constraints.
- Support the delivery and monitoring of trial performance metrics, including set-up timelines and study activation targets, contributing to continuous improvement in trial efficiency and delivery.
- Contribute to the development of standardised pharmacy pathways for trial feasibility, set-up, and delivery.
- Support the full lifecycle of clinical trials, including implementation, amendments, monitoring visits, governance reviews, and close-out activities.
- Contribute to the development and expansion of the oncology and haematology clinical trials portfolio at PHUT.
- Engage with regional and national research networks, including the RRDN and Cancer Alliance, to support collaborative working and adoption of best practice.
- Support service innovation and improvement within cancer pharmacy, including the integration of clinical trials into routine care pathways.

Operational and Service Delivery

- Support the development and maintenance of safe, efficient systems for the prescribing, validation, preparation, and supply of SACT and IMPs across cancer services.
- Contribute to capacity planning and workforce utilisation across clinical trials, cancer pharmacy, and aseptic services to ensure operational resilience.
- Contribute to the delivery and monitoring of key service performance indicators, including SACT treatment timeliness and trial set-up and activation metrics.
- Identify and support resolution of operational pressures, service inefficiencies, and workflow constraints across cancer pharmacy services.
- Support optimisation and effective use of digital systems, including electronic prescribing platforms (e.g. ARIA), to enhance service delivery and patient safety.
- Contribute to the development of standardised pharmacy pathways to improve consistency and efficiency across cancer services and clinical trials.

Team Development and Leadership

- Provide day-to-day mentorship and clinical supervision to research pharmacists, pharmacy technicians, and assistants within the clinical trials team.
- Design and deliver IMP management and GCP training programmes for pharmacy and research nursing staff.
- Support the Lead Pharmacist in service planning, workforce development, and income recovery activities.
- Contribute to business cases and operational proposals to grow the oncology clinical trials pharmacy service.
- Represent pharmacy at relevant Trust committees, research working groups, and external partner meetings.

Professional Input to Dispensary

- Carry out pharmaceutical duties associated with dispensing of in-patient, discharge, and out-patient prescriptions.
- Analyse complex prescriptions and advise clinical staff on errors or optimisation opportunities.
- Supervise supporting pharmacy staff including technicians and assistants.
- Participate in the departmental dispensary, weekend, and Bank Holiday services rotas.
- Maintain medication security at all times in accordance with departmental and Trust policy.

Trust Organisational Expectations

The post holder will:

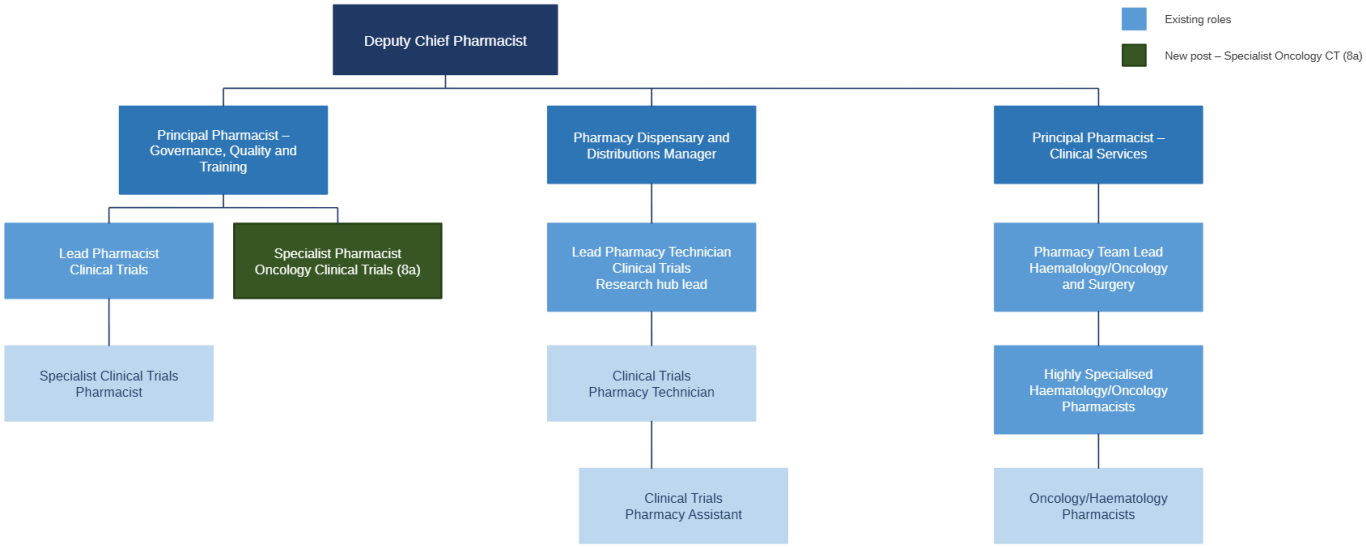
1. Proactively and positively contribute to the successful overall performance of the Trust.
2. Deliver excellent levels of customer service to all patients/visitors and staff at the Trust.
3. Develop effective ways of working and create strong partnerships and relationships with all stakeholders to support the implementation of the Government's policies on Health.
4. Develop an organisational culture that fosters collaborative working among all staff groups, to ensure a focused commitment to delivering quality services and outcomes.
5. Act as an advocate for the Trust & its contribution to the Health Service arena through creating effective partnerships and relationships with internal and external stakeholders.
6. Comply with corporate governance structure in keeping with the principles and standards set out by the Trust.
7. Support the Trust culture of collaborative, flexible cross-team working and commitment to delivering quality services and outcomes, which support the Government's policies on public health
8. If your employment is to a post that requires you to be registered with a professional body, the continuation of your employment is conditional upon you continuing to be registered with the appropriate professional body. The Trust will require evidence of current registration.
9. In compliance with the Trust's practices and procedures associated with the control of infection, you are required to:
    a. Adhere to Trust Infection Control Policies assuring compliance with all defined infection control standards at all times.
    b. Conduct hand hygiene in accordance with Trust policy, challenging those around you that do not.
    c. Challenge poor practice that could lead to the transmission of infection.

10. Proactively, meaningfully and consistently demonstrate the Trust Values in your every day practice, decision making and interactions with patients and colleagues.

Shared Core Functions

1. Proactively and positively contribute to the achievement of deliverables through individual and team effort. Manage the production of the required deliverables and control risks
2. Support team members to deliver on their functionally relevant objectives through offering advice, guidance and support as appropriate
3. Ensure that approved budgets are spent effectively and in accordance with agreed procedures
4. Liaison with Senior Professionals and related functions to ensure that work is neither overlooked nor duplicated
5. Build and sustain effective communications with other roles involved in the shared services as required
6. Maintain and continuously improve specialist knowledge in an aspect of Health Service which significantly contributes to the Trust's stated objectives & aims
7. Establish and maintain strategic links with a range of external partners/stakeholders or manage the links made through the team. Engage with external partners/stakeholders to gain their necessary level of contribution & commitment to the successful delivery of your work
8. Undertake proactive horizon scanning for either developments relating to Trust work or opportunities for Trust involvement around health issues
9. Increase the level of knowledge & skills within the Trust through documenting key learning and supporting others to develop their professional abilities
10. Dissemination of knowledge through engagement in report writing, and reviewing, taking full responsibility for technical accuracy and reliability and being sensitive to the wider implications of that dissemination
11. Ensure that expertise is seen as a resource within and outside the Trust and form working partnerships with government departments, national agencies and key stakeholders
12. Develop structures, systems, ways of working and personal values that will support the Trusts sustainable development objectives with regard to issues such as Carbon reduction and waste minimisation; and to encourage all stakeholders of the Trust to act as enthusiastic agents of change

Organisational Chart of role.



Person Specification

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Criteria	Essential	Desirable
Qualifications	• Masters or Bachelor's Degree in Pharmacy • Registered with the General Pharmaceutical Council • Postgraduate Diploma or MSc in Clinical Pharmacy (or equivalent experience)	• Specialist oncology pharmacy training (e.g. BOPA) • Member of Royal Pharmaceutical Society and/or UKCPA • Formal ICH-GCP training
Experience	• Significant hospital pharmacy experience including oncology or haematology clinical pharmacy • Experience of IMP management in CTIMPs (dispensing, accountability, reconciliation) • Experience of working in a multidisciplinary clinical team	• Experience of MHRA inspection preparation • Experience with ATMP/gene therapy or early-phase clinical trials • Experience of pharmacy study set-up, feasibility, or SOP development • Experience mentoring or developing junior pharmacy staff • Experience of IMP management in CTIMPs (dispensing, accountability, reconciliation)
Skills & Knowledge	• Specialist knowledge of oncology/haematology pharmacotherapy • Excellent written and verbal communication skills • Ability to manage a complex workload and prioritise under pressure • High standards of accuracy and attention to detail	• Knowledge of ATMP/ATIMP regulatory classification • Good knowledge of UK CTIMP regulations, ICH-GCP, and MHRA guidance
Personal Qualities	• Self-motivated with a commitment to clinical excellence and continuous improvement • Collaborative and collegiate team worker • Resilient and calm under pressure; able to adapt to changing priorities • High degree of professional integrity • Committed to diversity, inclusion, and compassionate care	• Enthusiasm for innovation in research pharmacy and advanced therapies • Aspiration to develop into a senior leadership role in clinical trials pharmacy

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Pharmacy Mission:

The role we play is as Medicines experts providing safe, effective, and timely access to medicines and medication advice to PHU and other NHS providers utilising advances in digital technology. Working with the multidisciplinary team within PHU and across the Integrated Care System (ICS) we work to improve the information available to staff, patients and their carers to optimise and personalise patient care.

Job holders are required to always act in such a way that the health and well-being of children and vulnerable adults is safeguarded. Familiarisation with and adherence to the Safeguarding Policies of the Trust is an essential requirement for all employees. In addition, all staff are expected to complete essential/mandatory training in this area.

Print Name:

Date:

Signature: