

Job Description

Title: Specialist Clinical Pharmacist General Medicine

Band: 8a

Staff Group: Pharmacy Care Group

Reports to: Pharmacist Team Lead for Medicine

Job Purpose

The post-holder is an advanced-level clinical pharmacist providing expert pharmaceutical care within a busy acute general medicine service in a high-pressure, high-throughput NHS Trust. The role combines advanced clinical practice, operational service management, team leadership, and service development.

The post-holder will:

- Lead and develop a high-quality, safe, effective and patient-centred clinical pharmacy service to General Medicine.
 - Act as the named senior pharmacist for the speciality.
 - Provide day-to-day leadership and line management for a small clinical pharmacy team, ensuring delivery against service priorities despite fluctuating workload and operational pressures.
 - Work closely with the Pharmacist Team Lead and Clinical Services Lead to implement strategic objectives, workforce plans, service redesign and quality improvement.
-

Responsible for

- Day-to-day operational and clinical leadership of the General Medicine pharmacy team (rotational pharmacists and trainees)
- Delivery, quality, performance and ongoing development of the General Medicine clinical pharmacy service

Key Outcomes and Impact

- Safe, timely and effective medicines optimisation for complex acute medical patients.
- Resilient and well-led clinical pharmacy team capable of working under pressure while maintaining quality and staff wellbeing.
- Continuous service development aligned to Trust priorities, CQC standards and national guidance.
- Measurable improvement in medicines safety, clinical outcomes and financial stewardship.

Principal Responsibilities

1. Advanced Clinical Practice

- Provide **advanced-level clinical pharmacy input** to acute and general medical wards, including patients with complex co-morbidities, polypharmacy and high-risk medicines.
- Act as an expert clinical resource to the multidisciplinary team (MDT), influencing prescribing decisions and medicines pathways.
- Undertake medicines reconciliation, optimisation, deprescribing and monitoring in line with national and local guidance.
- Communicate complex information to patients and healthcare professionals ensuring safe and optimal use of medicines.
- Prescribe independently (where qualified) or work towards Non-Medical Prescribing as agreed.
- Manage clinical risk proactively, contributing to incident review, learning and system improvement.
- Support safe patient flow across acute, inpatient and transfer-of-care pathways.

2. Operational Service Management

- Lead the **day-to-day operational delivery** of the General Medicine pharmacy service.
- Manage rotas, annual leave, sickness cover and allocation of staff to ensure continuity of service in a high-pressure environment.
- Prioritise workload dynamically in response to capacity, acuity and service demand.
- Escalate risks and capacity issues appropriately, contributing to Trust-wide operational discussions where required.
- Ensure effective use of resources and compliance with agreed SOPs and governance requirements.
- Ensure all use of IT is compliant with Trust and national governance procedures including GDPR and patient confidentiality.
- Develop and implement digital resources to improve the clinical pharmacy service

3. Leadership and People Management

- Provide **line management** and professional supervision to rotational pharmacists and trainee pharmacists.
- Act as a visible, credible and supportive clinical leader within General Medicine.
- Foster a culture of psychological safety, professionalism, accountability and continuous improvement.
- Foster relationships with key care groups outside of pharmacy to impact collaborative working
- Lead on recruitment, induction, appraisal, performance management and staff development within the team.
- Address underperformance and conduct issues fairly and promptly, in line with Trust HR policies.

4. Service Development and Quality Improvement

- Lead and contribute to **service development projects** within General Medicine, aligned to local and national priorities.

- Develop, review and implement clinical guidelines, policies, pathways and PGDs.
- Support and deliver audit, quality improvement (QI) and service evaluation activities, demonstrating impact on patient care.
- Communicate with key stakeholders within and outside the Trust to develop the pharmacy service.
- Identify medicines optimisation opportunities, including cost-effective prescribing and contribution to medicines efficiency programmes.
- Contribute to business cases and service redesign proposals as required.

5. Education, Training and Workforce Development

- Support development of pharmacists across Foundation, Early and Advanced practice levels.
- Act as an educational supervisor, practice supervisor or practice assessor where appropriate.
- Contribute to the Trust's undergraduate, foundation and postgraduate training programmes.
- Deliver education to MDT colleagues on medicines-related topics.
- Act as a role model for advanced clinical practice and lifelong learning.

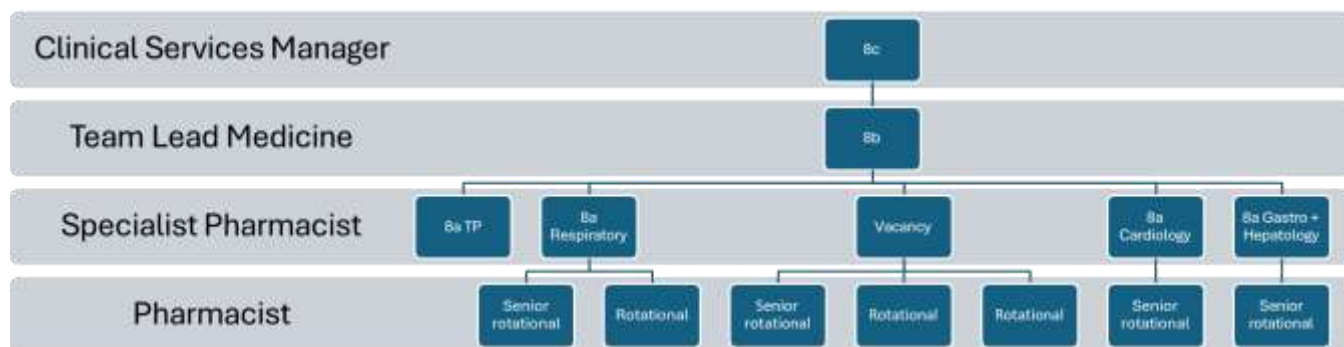
6. Governance, Safety and Professional Accountability

- Ensure compliance with medicines legislation, professional standards and Trust governance frameworks.
- Contribute to antimicrobial stewardship, high-risk medicines governance and safety programmes.
- Participate in incident investigation, root cause analysis and implementation of learning.
- Maintain CPD portfolio mapped to the RPS Advanced Pharmacy Framework.

Professional Development

- Actively work towards (or maintain) **RPS Advanced Stage 1–2** recognition.
- Maintain registration with the General Pharmaceutical Council (GPhC).
- Undertake ongoing clinical, leadership and educational development aligned to role requirements.

Organisational Chart



Other

This job description does not purport to cover all aspects of the job holder's duties but is intended to be indicative of the main areas of responsibility



Management Essentials

We are proud to offer a comprehensive development programme, Management Essentials, designed to equip staff with the skills and knowledge to become effective managers.

This post has been identified as a role that will benefit from this training, and you will be able to enrol in both mandatory and, relevant, optional modules upon commencement with the Trust.

Please click [here](#) for further information on the Management Essentials programme.



Leadership Insights

Additionally, our new leadership development programme, Leadership Insights, aims to help all newly promoted, existing and aspiring leaders, at every level at the Trust, to recognise, reflect and role model the core principles of people-centred leadership.

If, this is of interest to you, you will be able to enrol upon commencement with the Trust.

Please click [here](#) for further information on the Leadership Insights programme.

Person Specification

Qualifications

Essential

- MPharm, BPharm or equivalent accredited pharmacy degree
- Registered with the General Pharmaceutical Council (GPhC)

- Postgraduate Diploma in Clinical Pharmacy or equivalent demonstrable experience at advanced practice level
- Evidence of ongoing Continuing Professional Development (CPD)

Desirable

- Independent Prescriber
- RPS Faculty membership or portfolio submission in progress
- Relevant postgraduate qualification in leadership, education or service improvement

Experience

Essential

- Significant post-registration experience delivering clinical pharmacy services in an acute hospital setting
- Substantial experience within General Medicine or acute medical specialties
- Experience managing complex patients with polypharmacy, high-risk medicines and co-morbidities
- Demonstrated ability to practise at an advanced clinical decision-making level with minimal supervision

Desirable

- Experience across multiple medical subspecialties
- Experience contributing to medicines optimisation across care transitions (admission, transfer, discharge)

Leadership & Management Experience

Essential

- Experience of leading or supervising pharmacists in a clinical environment
- Experience of day-to-day operational management, including workload prioritisation, rota planning or service coordination
- Evidence of managing performance, supporting staff development and addressing challenges constructively
- Ability to lead effectively in a high-pressure, high-workload environment

Desirable

- Formal line-management responsibility for clinical staff
- Experience contributing to workforce planning, recruitment or service resilience planning

Service Development, Quality & Governance

Essential

- Evidence of leading or contributing to service development or quality improvement projects
- Experience of audit, service evaluation or QI with demonstrable impact on patient care or safety
- Experience developing or reviewing clinical guidelines, SOPs or pathways
- Strong understanding of medicines governance, risk management and patient safety frameworks
- Ability to analyse and interpret data to influence service decisions

Desirable

- Experience contributing to business cases or Trust-wide strategic initiatives
- Experience delivering medicines optimisation or cost-effectiveness initiatives

Education, Training & Professional Development

Essential

- Experience supporting the training and development of junior pharmacists
- Ability to provide effective clinical supervision, feedback and coaching
- Willingness to contribute to undergraduate and postgraduate education programmes

Desirable

- Experience as an educational supervisor, practice supervisor or assessor
- Experience delivering education to multidisciplinary teams

Knowledge & Skills

Essential

- Advanced knowledge of acute medical therapeutics
- Excellent clinical reasoning and decision-making skills
- Strong organisational skills with ability to manage competing priorities
- Excellent written and verbal communication skills, including influencing senior clinicians
- Ability to analyse risk, make judgements under pressure and escalate appropriately
- High level of professional credibility and autonomy in practice

Desirable

- Experience using clinical information systems and data to inform service improvement
- Experience supporting research or evaluation activity

Values and Behaviours

The post-holder is expected to consistently demonstrate Trust values and:

- Act with integrity, compassion and professionalism.
- Remain calm, decisive and supportive under pressure.
- Model inclusive leadership and respectful behaviours.
- Champion patient-centred care and staff wellbeing.

Working Together For Patients with Compassion as One Team Always Improving

Strategic approach (clarity on objectives, clear on expectations)

Relationship building (communicate effectively, be open and willing to help, courtesy, nurtures partnerships)

Personal credibility (visibility, approachable, back bone, courage, resilience, confidence, role model, challenge bad behaviour, manage poor performance, act with honesty and integrity)

Passion to succeed (patient centred, positive attitude, take action, take pride, take responsibility, aspire for excellence)

Harness performance through teams (champion positive change, develop staff, create a culture without fear of retribution, actively listen and value contribution, feedback and empower staff , respect diversity)

Job holders are required to act in such a way that at all times 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: