

The Board of Pharmacy Specialties (BPS) Employer Advisory Council Sample Job Descriptions

Examples for employers looking to include board certification as a requirement in a pharmacist position

Examples include:

- Clinical Pharmacist, Inpatient Services (Oncology)
- Clinical Pharmacist, Solid Organ Transplant

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Job Description

Clinical Pharmacist, Inpatient Services (Oncology)

Join the #1 hospital in **redacted**

We are seeking an **Oncology Clinic Pharmacist**:

- Clinical pharmacists are essential to our care model within the Cancer Center. They are accountable for working directly with multidisciplinary teams in the oncology clinic to provide high-quality evidence-based care. Pharmacists practice through delegation protocols to manage chemotherapy induced nausea and vomiting, electrolyte imbalance, potential chemotherapy toxicities, and achieve therapeutic drug levels.
- In addition to clinic activities, our pharmacists are also responsible for managing patients receiving oral chemotherapy within our cancer center and regional practice sites.
- While this is primarily a clinic position, pharmacists also staff on our adult inpatient units. Part of this position would encompass inpatient staffing, holiday, and weekend requirements.

Education:

Minimum – Bachelor's degree in Pharmacy or a PharmD degree.

Preferred – Completion of ASHP Accredited PGY1 Practice/Community and PGY2 Oncology Residency training program.

Work Experience:

Minimum – One (1) year of clinical patient care and orders management experience or completion of an ASHP Accredited Residency training program.

Licenses and Certifications:

Minimum – Licensed or eligible for licensure to practice pharmacy in the State of **redacted**. Certification by the Board of Pharmacy Specialties or another applicable certification as directed by hiring manager (new hires required to become certified within 18 months of hire date or eligibility date).

Required Skills, Knowledge, and Abilities:

- Ability to make judgments in demanding situations
- Ability to react to frequent changes in duties and volume of work
- Ability to listen empathetically
- Ability to logically organize details
- Comfortable accepting responsibility for medium to large scale projects involving multiple resources and spanning many months from start to finish
- Ability to manage multiple concurrent activities

Physical Requirements:

Light: Ability to lift up to 20 pounds maximum with frequent lifting and/or carrying of objects weighing up to 10 pounds.

Our Commitment to Diversity, Equity, and Inclusion

We are committed to being a diverse, equitable, inclusive, and anti-racist workplace and is an Equal Employment Opportunity, Affirmative Action employer. Our integrity shines through in patient care interactions and our daily work practices as we work to embrace the knowledge, unique perspectives and qualities each employee and faculty member brings to work each day. Applications from Black, Indigenous and People of Color (BIPOC) individuals, women, and LGBTQ+ and non-binary identities are strongly encouraged. EOE, including disability/vets.

Work Schedule:

This is a part-time, 24 hours per week position scheduled to work three (3), eight (8) hour day shifts. Hours may vary based on the needs of the department. We are considered one of the nation's leading hospitals, teaching institutions and referral centers.

Job Description

Clinical Pharmacist, Solid Organ Transplant

Description

GENERAL SUMMARY/ OVERVIEW STATEMENT

Redacted Hospital is currently searching for motivated and articulate candidates for a Solid Organ Transplant Clinical Pharmacist position. This position is an integral part of a large clinical pharmacy team and progressive group of pharmacy leaders who provide comprehensive pharmacy services throughout the Hospital. The Department of Pharmacy vision is to enhance its pharmacy operations, advance clinical pharmacy programs, expand interdisciplinary patient-centered care services and pharmacy residency programs. As a part of this growth and refinement of practice, the Department continues to look to add new talent to its clinical practitioner team and clinical leadership group.

The Transplant Center at **Redacted** Hospital is the largest transplant center in **Redacted**. The transplant team offers leading-edge consultative services, treatment and surgical interventions to patients with a broad spectrum of diseases requiring heart, lung, kidney, liver, pancreas, islet, hematopoietic stem cell and multiple organ transplants. As a teaching institution, **Redacted** Hospital is committed to research, education, and training. The **Redacted** Hospital has pioneered research in the area of transplant tolerance, islet cell transplantation and HCV-positive donor transplantation. Ongoing investments in clinical and translational research allow for patients and providers to gain firsthand experience with novel immunosuppressive therapies.

Clinical Pharmacists assume responsibility and accountability for the provision of safe, effective, and prompt medication therapy. Clinical Pharmacists proficiently provide direct patient-centered care and integrated pharmacy operational services in a decentralized practice setting with physicians, nurses, and other hospital personnel to deliver optimal medication therapy to patients with a broad range of disease states. These clinicians are aligned with target interdisciplinary programs and specialty services to deliver medication therapy management within specialty patient care services and to ensure pharmaceutical care programs are appropriately integrated throughout the institution. Pharmaceutical care services include but are not limited to assessing patient needs, incorporating age and disease specific characteristics into drug therapy and patient education, adjusting care according to patient response, and providing clinical interventions to detect, mitigate, and prevent medication adverse events.

Clinical Pharmacists serve as a departmental resources and liaisons to other departments, hospital personnel, or external groups. They proficiently manage and facilitate the appropriate use of medications according to professional and regulatory standards. They also conduct clinical research and practice advancement projects as well as patient care quality and regulatory compliance initiatives designed to improve medication-use

processes or pharmacy practice. Clinical Pharmacists provide medication and practice-related education/training and actively serve as preceptors for pharmacy residents and Doctor of Pharmacy students.

PRINCIPAL DUTIES AND RESPONSIBILITIES

The following are essential job functions for Solid Organ Transplant Clinical Pharmacists:

Essential Job Functions	Percent of Time Spent
<p>Leads assigned patient service lines, clinical areas, and therapeutic programs</p> <ul style="list-style-type: none"> • Facilitates pharmaceutical care services, direct transplant patient care programs, medication utilization systems within assigned services and care areas to assure drug utilization activities are aligned with patient care needs, evidence-based best practices, and regulatory standards • Designs and implements new transplant pharmacy programs, quality improvement changes, and continuous quality assurance initiatives to advance the organization’s medication-use systems and promote optimal patient outcomes • Designs and implements stewardship activities and restriction/surveillance programs in collaboration with the Redacted Hospital Transplant Center • Tracks and evaluates assigned pharmacy programs for operational, quality, and financial efficiency and routinely benchmarks against local and national best practices • Develops strategies to optimize medication utilization, including but not limited to clinical guidelines, disease-specific pathways, formulary management, and medication-use policies • Actively identifies and reports short- and long-term obstacles to patient care and medication safety, regulatory compliance, or stewardship or resources • Develops and oversees policies and procedures for drug purchasing, drug usage, drug distribution, and drug control • Provides departmental and institutional leadership for medical staff committees/meetings, hospital group/task forces, and approved external programs/organizations • Assures pharmacy is an integral part of the health-care delivery system and facilitates enhancement and expansion of pharmacy services/programs 	<p>10%</p>

<p>Delivers direct patient-care and clinical practice, including decentralized and service-based programs</p> <ul style="list-style-type: none"> • Maintains proficiency in decentralized transplant pharmacy services and clinical pharmacy programs • Places practice priority on the delivery of patient-centered care • Works as an active member of multidisciplinary solid organ transplant teams and collaborates with healthcare providers within decentralized patient care areas including the ambulatory clinic • Establishes collaborative pharmacist-patient relationships • Proficiently maintains patient information and efficiently interprets patients' health care needs including patient problem lists and prioritized pharmacist interventions • Collects and documents accurate patient medication histories and reconciles discrepancies versus orders • Identifies high-risk patients and implements interventions to improve quality and safety • Makes appropriate evidence-based, patient-centered medication recommendations • Implements, evaluates, and redesigns pharmaceutical care plans based on patient progress and evolving goals for medication usage, including drug dosing and monitoring • Provides written documentation in the patient's medical record when requested or directed • Participates in the management of medical emergencies. Obtains and maintains ACLS certification • Provides discharge medication review, reconciliation, and counseling as appropriate to help with the transition of care • Provides evidence-based medication education to physicians, nurses, and other professionals • Educates patients regarding safe and effective use of medications, possible medication side effects, and the role of prescribed medications in the overall therapeutic care plan 	25%
<p>Provides pharmaceutical services throughout the hospital</p> <ul style="list-style-type: none"> • Maintains proficiency in hospital computer systems and medication ordering systems • Provides accurate, safe, timely, and appropriate medication therapy based on patient age and needs • Assures timely medication dispensing and accurate medication availability on patient care areas • Interprets, evaluates, and accurately processes medication orders 	25%

<ul style="list-style-type: none"> • Identifies, mitigates, prevents, and documents problems with medication orders or therapeutic regimens, including medication errors or adverse drug reactions • Completes critical patient monitoring and reviews patient profile/chart to identify, prevent, or mitigate drug-related problems, improper drug or dose selection, subtherapeutic dosage, over dosage, adverse drug reactions, drug interactions, failure to receive drugs, untreated indications, medication use without an indication, and treatment failures • Communicates effectively and appropriately with health care providers and caregivers (physicians, nurses, etc.) and assures continuity of pharmaceutical care between shifts and among staff • Provides timely, comprehensive, and appropriate drug information to patients and health care providers • Promote the use of the formulary by converting non-formulary medications to formulary agents when possible, evaluate appropriateness of non-formulary medication requests, and support procurement of non-formulary drugs when necessary • Actively participates in stewardship activities and restricted medication programs • Follows established standard work parameters and maintains standard work environments • Documents pharmacist interventions 	
<p>Participates in pharmacy operations and medication dispensing</p> <ul style="list-style-type: none"> • Maintains proficiency in and actively engages in operational programs, central dispensing pharmacies, satellite dispensing pharmacies, and specialty pharmacy areas as appropriate for job assignment • Facilitates specialty medication procurement, ordering, and dispensing procedures including but not limited to chemotherapy, parenteral nutrition, controlled substances, etc., as appropriate for assignment • Effectively and efficiently utilizes pharmacy automation and supportive technology • Oversees pharmacy operations and technician practice/activities 	10%
<p>Facilitates experiential education and practice advancement</p> <ul style="list-style-type: none"> • Maintains proficiency in the four preceptor roles and actively emulates education/mentorship skills • Serves as a preceptor/educator for Redacted Hospital pharmacy residency (PGY1 and PGY2 programs including transplant) and student experiential education programs, including maintaining 	25%

<p>training and experience in pharmacy practice areas appropriate for teaching assignments</p> <ul style="list-style-type: none"> • Develops student, resident, and staff training experiences/competencies and creates new relationships for teaching and training opportunities • Identifies, designs, and implements improvements in the medication-use system to advance patient safety, maximize therapeutic outcomes, or control costs • Represents the department at hospital meetings, committees, and events as requested • Identify, design, implement, and assess the impact of a practice related project using effective project management skills 	
<p>Performs other duties as assigned</p> <ul style="list-style-type: none"> • Maintain a sustained record of contribution to the total body of knowledge in transplant pharmacy practice through presentations, publications, and professional affiliation activities • Present poster or platform presentations at state or national forums at least every 24 months • Submit material worthy for publishing in a peer-reviewed journal at least every 24 months • Participate as a formal reviewer for a peer-reviewed medical or pharmacy journal 	5%

In addition to the responsibilities as stated above, must also:

Promote excellent customer service by assisting patients, co-workers, medical staff, and other health care providers resolve expressed concerns, demonstrating a welcoming and helpful attitude, and responding in a positive, professional, and courteous manner. Identify customer (patient and health care provider) requirements, both actual and anticipated, and maintain active personal contact and rapport with potential and actual customers. Maintain up-to-date knowledge of contemporary hospital practice and clinical service; trends and innovations in pharmacy leadership; and updates in traditional therapeutics, professional practice standards, or health care regulatory requirements. Maintain a specialized evidence-based knowledge of drug and drug therapy by reviewing relevant professional journals and suggested readings. Participate actively in Department of Pharmacy meetings (attendance and presentation expectations per policy). Demonstrate personal leadership qualities and business acumen essential to operate effectively within the institution and advance the profession and practice of pharmacy.

Relationships:

1. Solid Organ Transplant Clinical Pharmacists report directly to a manager or director within the Department of Pharmacy and work collaboratively with administrative staff, pharmacist staff, and technical staff to support department initiatives.
2. Solid Organ Transplant Clinical Pharmacists have frequent interactions with physicians, nurses, other members of the health care team, students, residents, and external professional groups.
3. Solid Organ Transplant Clinical Pharmacists supervise all support staff (e.g. pharmacy technicians) as needed during the normal course of the work day.

Qualifications**SKILLS & COMPETENCIES REQUIRED**

1. Knowledge of contemporary hospital/clinical practice and service
2. Knowledge and understanding of general hospital operations and regulatory compliance.
3. Strong written and verbal communication skills.
4. Ability to interact constructively with supervisors, peers, and support personnel.
5. Ability to integrate clinical and distributive pharmacy services with quality improvement, teaching, research, and professional development activities.
6. Significant general clinical knowledge and expertise in traditional therapeutics and patient centered care.
7. Significant knowledge and expertise in advanced pharmacy practice, specialty medication therapy management, and specialty evidence-based medicine in area appropriate for clinical assignments.
8. Strong teaching and precepting skills and expertise in experiential training.

EDUCATION:

Graduate of an ACPE accredited college of pharmacy required.

Doctor of Pharmacy or other advanced degree highly preferred.

EXPERIENCE:

Completion of ASHP accredited PGY1 Pharmacy Residency preferred and PGY2 Specialty Pharmacy Residency preferred.

Candidates without formal postgraduate training should have at least 3-5 years clinical experience in a hospital setting.

Board certification in transplant is required within 18 months of hire.