

## PERSON SPECIFICATION (& SHORTLISTING FORM)

**Job Title:** Rotational Pharmacist Band 6

**Name of Applicant:** \_\_\_\_\_

### WEIGHTING

Criteria in each section are ranked in order of importance 3 – 1, with 3 being the most important

### SHORTLISTING CRITERIA – using Application Form and accompanying information





Each candidate will be scored against the person specification as follows:

3 points = fully meets or exceeds the criteria

2 points = significantly meets criteria, although falls short on minor aspects

1 point = partially meets criteria, but falls short on key aspects

0 point = does not meet criteria

CATEGORY	CRITERIA	Weight (must be Completed)	HOW ASSESSED (must be completed)
<b>Values:-</b>  <b>Collaborate</b>	Communicates openly, honestly and professionally, and actively promotes team working and building strong working relationships	3	All values must be assessed at the interview/ assessment stage using various methods e.g. open questions and scenarios
 <b>Aspire</b>	Patients are always first. Drives service improvements. Strong self-awareness with a desire to grow.	3	
 <b>Respect</b>	Treats all with compassion and kindness. Ensures everyone feels valued.	3	
 <b>Enable</b>	Consults others and listens to their views/opinions. Enables others to take the initiative	3	

OUTSTANDING CARE

HEALTHY COMMUNITIES

AND A GREAT PLACE TO WORK

<b>EDUCATION, QUALIFICATIONS &amp; TRAINING</b> eg Education, professional qualifications	Degree in Pharmacy (MPharm /BSc Pharmacy);	3	Degree certificate GPhC online register
	Registered Pharmacist: Member of General Pharmaceutical Council (GPhC)	3	
	Member of the Royal Pharmaceutical Society (RPS)	2	
<b>EXPERIENCE</b> eg Breadth of occupational experience	Experience of hospital pharmacy	2	Application form, Interview References

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CATEGORY	CRITERIA	Weight	HOW ASSESSED
<b>SKILLS, ABILITIES &amp; KNOWLEDGE</b>	Able to prioritise and manage own workload.	3	Interview References
	Work and communicate effectively within a team.	3	Interview References
	Clear and concise verbal and written communication to ensure liaison with multi-disciplinary team, patients, and carers and to ensure records are kept accurately and in a legible manner.	3	Application form, Interview References
	Able to recognise limits of own competencies and to refer and seek advice from colleagues.	2	Interview References
	Able to recognise and embrace new ideas and developments in clinical practice.	2	Interview References
	To have a positive attitude, be able to recognise and communicate need for change and be able to participate in change management processes.	3	Interview References
	Prepared to attend any training sessions necessary for development.	3	Interview References
<b>SPECIAL CIRCUMSTANCES</b>	Able to travel to other sites within the Trust and to venues for training	3	Application/ Interview

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