

SAMPLE JOB DESCRIPTION

Clinical Pharmacist Specialist

I. JOB SUMMARY

The Clinical Pharmacist Specialists are responsible and accountable for the provision of safe, effective, and prompt medication therapy. Through various assignments within the department, they provide support of centralized and decentralized medication-use systems as well as deliver optimal medication therapy to patients with a broad range of disease states. Clinical Pharmacist Specialists proficiently provide direct patient-centered care and integrated pharmacy operational services in a decentralized practice setting with physicians, nurses, and other hospital personnel. 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. In these clinical roles, Clinical Pharmacist Specialists participate in all necessary aspects of the medication-use system while providing comprehensive and individualized pharmaceutical care to the patients in their assigned areas. 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 Pharmacist Specialists serve as departmental resources and liaisons to other departments, hospital personnel, or external groups. 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 Pharmacist Specialists provide medication and practice-related education/training and actively serve as preceptors for doctor of pharmacy students and pharmacy residents.

If applicable, participation in the quality management program is expected with the goal of improving services by monitoring processes, analyzing data, implementing interventions to improve and evaluating the effectiveness of those interventions. Responsibilities may include working to establish and maintain long and short term goals for the Quality Management Program; monitoring and documenting Quality Improvement Projects for progress in meeting QI goals; and providing guidance and education to staff on Quality Management priorities and projects.

II. DUTIES AND RESPONSIBILITIES

- Leads assigned patient service lines, clinical areas, and therapeutic programs
 - Facilitates pharmaceutical care services, direct 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 stewardship activities and restriction/surveillance programs
 - Tracks and evaluates assigned pharmacy programs for operational, quality, and financial efficiency and routinely benchmarks against local and national best practices
 - Actively identifies practice related issues which require evaluation and facilitate clinical research projects, quality improvement initiatives, or healthcare provider education as needed to advance practice
 - Develops and oversees policies and procedures for drug purchasing, drug usage, drug distribution, and drug control
 - Assures pharmacy is an integral part of the health-care delivery system and facilitates enhancement and expansion of pharmacy services/programs
- Delivers direct patient care and clinical practice, including decentralized and service-based programs
 - Maintains proficiency in decentralized pharmacy services and clinical pharmacy programs

- Works as an active member of multidisciplinary team and collaborates with healthcare providers within decentralized patient care areas to provide patient-centered care
- Identifies high-risk patients and implements interventions to improve quality and safety
- Makes appropriate evidence-based, patient-centered medication recommendations
- Participates in the management of medical emergencies
- Provides discharge medication review, reconciliation, and counseling as appropriate
- Provides pharmaceutical services throughout medical center
 - Maintains proficiency in hospital computer systems and medication ordering systems
 - Provides accurate, safe, timely, and appropriate medication therapy based on patient age and needs
 - Completes critical patient monitoring and reviews patient profile/chart to identify, prevent, or mitigate drug-related problems, improper drug or dose selection, sub therapeutic 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 healthcare providers and caregivers (physicians, nurses, etc.) and assures continuity of pharmaceutical care between shifts and among staff
 - Actively participates in stewardship activities and restricted medication programs
- Participates in pharmacy operations and medication dispensing
 - 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
 - Oversees pharmacy operations and technician practice/activities
- Facilitates experiential education and practice advancement
 - Maintains proficiency in preceptor roles and actively emulates education/mentorship skills
 - 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

III. QUALIFICATIONS

Education

- Graduate of an ACPE accredited College of Pharmacy.
- Doctor of Pharmacy or other advanced degree highly preferred.

Experience

- Completion of ASHP accredited PGY-1 Pharmacy Residency.
- Completion of PGY-2 Specialty Pharmacy Residency is preferred.
- Clinical pharmacy experience (2-4 years) in a hospital setting preferred (required if no PGY-2 residency).
- Knowledge of contemporary hospital/clinical practice and service.
- Significant knowledge and expertise in advanced pharmacy practice, specialty medication therapy management, and specialty evidence-based medicine in area appropriate for clinical assignments.