

Candidate Information

Position:	Project Manager for Primary Care Development (Part Time)
School/Department:	NI Centre for Pharmacy Learning and Development
Reference:	20/108306
Closing Date:	Monday 24 August 2020
Salary:	£41,526 - £51,034 per annum (pro rata).
Anticipated Interview Date:	Thursday 10 September 2020.
Duration:	This part time post is available on a 0.5 FTE basis for 12 months.

JOB PURPOSE:

Manage, develop and lead the training of pharmacists working in general medical practices across Northern Ireland. Responsible for providing highly specialist clinical pharmacy education and training across Northern Ireland acting as an advanced practitioner in this area.

This is a strategic role to develop and maintain excellence for pharmacists and is central to Government policy to expand capacity within Primary care.

MAJOR DUTIES:

1. Support the ongoing strategic development of education and training for pharmacists working in general medical practice across Northern Ireland.
2. Manage, lead and co-ordinate the delivery of advanced training for pharmacists that will support Government policy. This includes planning, design, development and the implementation of foundation and advanced practice training for pharmacists working in general medical practices.
3. Anticipate and identify learning needs for pharmacists in relation to medium/long term strategic developments within Health and Social Care which will be underpinned by educational interventions.
4. Develop early career maps and frameworks to support pharmacists in undergoing a seamless transition into early career practice and towards advanced practice.
5. Participate in life-long learning, maintains awareness of current practice, a current CPD portfolio and attends courses and training as deemed necessary.
6. Use specialist knowledge and professional judgement to develop structured and innovative programmes to develop early career mentoring systems that will support novice practitioners to engage with peers and preceptors in clinical practice.
7. Operate in partnership with key stakeholders within and external to the organisation to meet objectives and transformational goals. This includes collaborating with senior colleagues in the Medical Deanery to devise multidisciplinary training for pharmacists and doctors throughout their foundation and speciality training programmes.
8. Ensure professional and quality service standards are maintained through ongoing assessment of programme quality and its impact on pharmacists' professional practice to deliver national key performance indicators. As part of the cross-sectoral analysis the post-holder will be expected to use results of the evaluation to inform future programme development, thereby enhancing the quality and effectiveness of training and thereby primary care services.
9. Manage and implement education programmes to support foundation and advanced practice training. This will require the management of approximately 50-70 postgraduate tutors, together with the Centre's clerical staff and programmers to ensure the programme is delivered efficiently, on-time and within budget.
10. Work collaboratively with senior staff within NICPLD on national accreditation of programmes with the Pharmacy regulators, Royal Pharmaceutical Society and University.
11. Contribute towards the planning of NICPLD's wider programmes that impact on the pharmacy workforce development.

Planning and Organising:

1. Responsible for planning, designing and implementing foundation and advanced practice training for pharmacists working in general medical practices.
2. To design innovative programmes that will equip practice pharmacists with the knowledge and skills required to fulfil their strategic role.
3. Work collaboratively across all GP Federations to project manage training key to realising change in the Health Service. This will involve working closely with senior pharmacists, GPs and healthcare commissioners to ensure the programmes deliver the intended outcomes and support delivery of key performance indicators.
4. Work with colleagues in the Medical Deanery to develop multidisciplinary practice-based training, while meeting uniprofessional demands. This will require considerable planning to integrate programmes across NIMDTA and NICPLD and to develop new pathways for the development of early-career healthcare professionals.
5. Horizon scan for emerging issues enabling the planning for future services and changing practice.
6. Contribute and develop projects within the centre publishing and present findings.

Resource Management Responsibilities:

1. Develop and lead the network of twenty-one Federation Lead Pharmacists who will be the educational supervisors for early career (foundation) pharmacists.
2. Manage a network of 50 postgraduate tutors, primarily drawn from the pharmacy and medical professions, to deliver the taught elements of the programme.
3. Work within a multidisciplinary environment comprising administrative, clerical, IT, pharmacists, medical staff, and colleagues from within the Health and Social Care Board.
4. Contribute to budget planning for the foundation programme and manage the delivery of the programme in relation to the costed plan.
5. Advise the Director on efficiency measures that will maximise programme capacity.
6. As a specialist in this area to provide expert guidance to the primary care sector and external organisations on practice-based training in primary care and how this should develop to meet the challenges of Health Service strategy within a multidisciplinary environment.

Internal and External Relationships:

1. As a member of the NICPLD team, to possess good team working skills.
2. Manage, lead and work collaboratively with postgraduate tutors, authors and reviewers.
3. Represent NICPLD and promote its work to a broad range of HSC organisations, including the GP Federations, NIMDTA and the HSC Board.
4. Maintain links with professional bodies, such as The Royal Pharmaceutical Society, Pharmacy Regulator(s) and the Royal College of General Practitioners.
5. Develop joint programmes of learning with other health professions for practitioners working in primary care.
6. Collaborate with the national postgraduate centres (England, Scotland, Wales and Ireland) to ensure a consistent approach is adopted across the UK countries.
7. Attend both national and international conferences and to network with other healthcare policy makers, education strategists and education providers thus providing the opportunity to learn from the experiences of others in this field.

ESSENTIAL CRITERIA:

1. Masters or Honours degree in pharmacy.
2. Postgraduate qualification in relevant subject.
3. Member or eligible for membership of the Pharmaceutical Society of Northern Ireland.
4. Commitment to personal continuing professional development.
5. At least 5 years of post-registration practice experience to include substantial experience in delivering professional education programmes and work-based training.
6. Relevant experience of working in a general medical practice/primary care or other clinical environment.
7. Experience in project management.
8. Professional specialist knowledge of the Health Service and of the primary care sector.
9. Excellent written and presentation skills.
10. Good communication and interpersonal skills.
11. Ability to work independently responding to new pressures and adjusting priorities.
12. Effective when working as part of a team.
13. Demonstrable analytical and problem solving ability.

14. Willingness to work outside normal working hours to achieve objectives and to routinely travel across N. Ireland to meet with foundation pharmacists.
15. Holds a current driving licence and have access to a car or other means of meeting the mobility requirements.

DESIRABLE CRITERIA:

1. Experience in mentoring/developing others within the workplace.
2. Evidence of networking within pharmacy and of multi-disciplinary collaboration.