



Director of Pharmacy

Candidate information pack

February 2025



Welcome

Thank you for your interest in this exciting role for University Hospitals Tees – one of the largest group models in the NHS with a budget of circa £1.2 billion. Our services include acute, tertiary and community.



The Group is seeking an experienced, driven, strategic leader to the role of Group Director of Pharmacy. This is an exciting and pivotal leadership role in the Group. The Director will be accountable for the strategic and operational delivery of the medicines management services within the Group. They will be expected to undertake a review of the current operational management across the two Trusts to deliver greater alignment and organisational efficiency within the financial envelope given. The successful application will also be the Chief Pharmacist on the South Tees site until the review of the Group Pharmacy requirements are completed.

The successful candidate will be accountable for ensuring that practice related to medicines management throughout the Group complies with current legislative framework. Where practice is found to be non-compliant, this is escalated through relevant Group processes, including full involvement and knowledge of the Group Chief Medical Officer. You would be responsible for the Group's financial plan relating to medicines and pharmacy services and lead and support the strategic development and improvement of pharmacy services and medicines management in line with national, regional and local plans and priorities. You will work with colleagues in primary and secondary health environments across the North East and North Cumbria (NENC) Region to ensure best delivery of pharmaceutical services.

The successful candidate will deliver a change agenda to transform current pharmacy models on both sites into a unified service which delivers innovative and integrated ward-based and community health function.

We are looking for a compassionate and inclusive leader with significant and extensive experience as either a Chief Pharmacist of a large district general hospital or teaching hospital, or equivalent. The candidate will need to have had experience in contributing to national strategies and have proven experience of strategic leadership within a complex environment. You will need to have extensive and successful experience at Board level delivering a range of health services in a large and complex organisation.

The successful candidate will need to be able to demonstrate the six NHS Leadership Competency Domains. This is an excellent opportunity for a dynamic individual to make a difference to the medicine and pharmacy services at a pivotal time in the Group's improvement journey.

Candidates who are shortlisted for interview will be contacted by e-mail, and will be required to complete psychometric tools in advance of the assessment process. **You should check your SPAM folders as well as your inbox.**

This post is subject to the rehabilitation of the Rehabilitation of Offenders Act (Exceptions Order) 1975 and as such it will be necessary for a submission for Disclosure to be made to the Disclosure and Barring Services (formerly known as the Criminal Records Bureau) to check for any previous criminal convictions. Due to the seniority of post, appropriate checks relevant to the Fit and Proper Persons Requirement will also be undertaken.

If you would like to have a confidential discussion and hear more about this opportunity, please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: fmcnulty@hunter-healthcare.com or phone: **07966 006091**.

We look forward to hearing from you.

Dr Michael Stewart

Group Chief Medical Officer
North Tees and Hartlepool NHS Foundation Trust
and South Tees Hospitals NHS Foundation Trust

Our Group

North Tees and Hartlepool NHS Foundation Trust and South Tees Hospitals NHS Foundation Trust are the area's largest employers, with more than 15,000 staff delivering health and care services across the Tees Valley, North Yorkshire, County Durham and beyond.

Following years of joint working, we have now formed a group to enable closer partnership across our two organisations. By formalising this partnership, we will deliver better outcomes for:

- Our **patients**, by ensuring equal access to treatment and sharing best practice on how to deliver care.
- Our **staff**, by enabling them to work on all of the group's sites more easily and develop career opportunities.
- The **wider population** we serve, by collaborating to work on endemic health issues and having a coherent voice to represent the people of the Tees Valley and parts of County Durham and North Yorkshire.

The group model means that our two organisations remain separate so they can represent their communities effectively, but it has the flexibility to enable the Trusts to work at scale to take strategic decisions, which benefit the group as a whole and our patients.

This is a complex and exciting programme of change. Our Group is ambitious to deliver more together and to develop clinical services that reflect the best use of resources. We will achieve this by working together to improve the health and well-being of the communities we serve, and playing a part in bringing more inward investment to the area.

Our staff will be pivotal in driving this group model forward. Our most recent staff survey results continue to show a positive view of our Trusts year on year. Our staff rated us above the national average in themes of 'we are compassionate and inclusive', 'we each have a voice that counts' and overall morale. Both Trusts also saw improvements on how staff view the opportunities to work flexibly.



North Tees and Hartlepool NHS Foundation Trust

About Us

North Tees and Hartlepool NHS Foundation Trust was authorised as an NHS Foundation Trust in December 2007. The Trust was originally formed on 1 April 1999, when North Tees Health NHS Trust and Hartlepool and East Durham NHS Trust merged. We are an integrated hospital and community health and care organisation, serving more than 400,000 people in Hartlepool, Stockton and parts of County Durham.

We are on a continuous journey of improvement as an organisation with a dedication to 'excellence as our standard' in all that we deliver for our patients, the communities we support and our staff. We provide a wide range of health and care services across and beyond our geographical catchment area. Our hospital sites are:

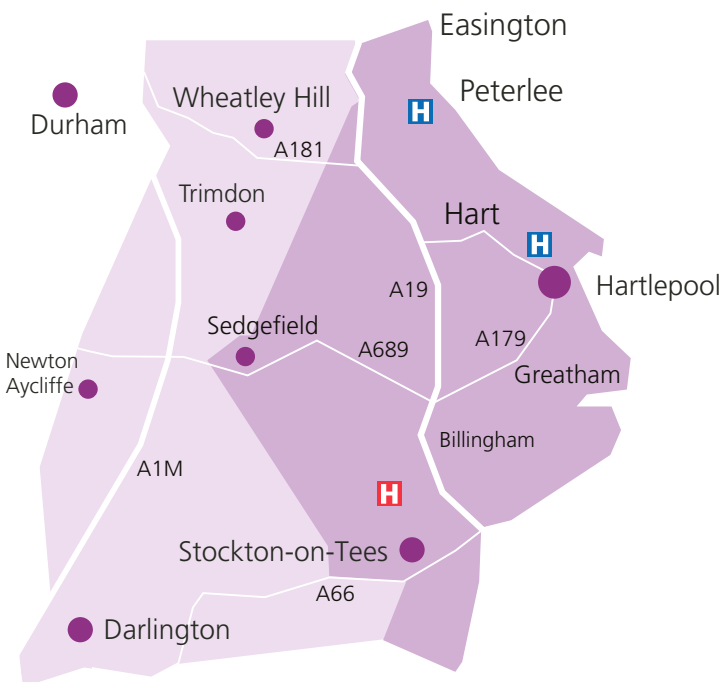
- University Hospital of Hartlepool
- University Hospital of North Tees

We are responsible for the provision of breast diagnostic services across Stockton, Hartlepool, parts of County Durham, Middlesbrough, Redcar and East Cleveland.

Our Trust is also responsible for the provision of the NHS bowel screening service for men and women across the entire Tees Valley, parts of County Durham and North Yorkshire.

Since 2008 we have delivered care for patients in the community, delivering services across multiple sites including Peterlee Community Hospital, Lawson Street Health Centre in Stockton and One Life Hartlepool – the first of the ambitious integrated care centres to be created under the Momentum: pathways to healthcare programme.

North Tees and Hartlepool NHS Foundation Trust is an 'anchor' organisation across the Stockton and Hartlepool localities, working closely with our key partners to facilitate and drive a more aspirant outlook for the population we serve.



North Tees and Hartlepool NHS Foundation Trust

Key

- General patient catchment area
- Extended patient catchment area for service developments

North Tees and Hartlepool NHS Foundation Trust

Our Journey So Far

We are an ambitious Trust, dedicated to developing an integrated health and care service in collaboration with key partners at local, regional and national level.

With the objectives of the NHS Long Term Plan at the heart of our strategy, we are fully committed to partnership working, both within the NHS and with our wider community, for a more aspirant outlook for our region.

Our ambition as an organisation is to continue to build upon our transformational work to date. Notably, we are one of the highest performing Trusts in the country for a number of our pathways.

The Trust has worked to dedicate to a strong financial performance over a number of years, working to ensure that the very best value for our patients, and our staff is our priority. We believe that through continued collaborative working, with the guidance of our integrated care board (ICB), we can support an ambitious, sustainable health and care landscape for our communities.

Our ambitious discharge work alongside our digital partner Optica, was included in the 2023/24 winter plans as an exemplar model to be rolled out across the NHS.

Our estate footprint presents one of our most significant challenges. Our hospital sites date back to the 1960s and need to change to tackle the challenges of our populations.

Our vision involves a revolution in health and care delivery including health on the high street, diagnostic hubs, investment in out-of-hospital services, admission avoidance, streamlining pathways, efficiency in clinical co-adjacencies, collaborative efficiencies with partners, centres of excellence within our communities and integrated care.

Perhaps most importantly is a clinical estate which is purposed to act as an enabler for positive transformation.

Our health and well-being strategies are invested in resilience and recovery, and we continuously review the ways in which we enable our teams to share both their experiences and their learning.

The future of health and care provision for our region is rooted in collaboration, system working and partnerships. North Tees and Hartlepool NHS Foundation Trust demonstrates a track record of all of these ambitions in our ability to innovate and employ evolutionary new and impactful pathways to support our patients.

North Tees and Hartlepool NHS Foundation Trust

Our Direction

We will continue to focus on the key areas of delivery to measure our success, whilst looking to the future and exploring how we can improve what we do, and how we operate as a successful NHS Foundation Trust, and as part of our hospital group.

As a progressive and forward thinking Trust, we are dedicated in ensuring that our strategic direction, and the decisions we take to inform our future direction, are based on sound, practical evidence not only from within the Trust but also from other external sources such as strategic partners and clinical and non-clinical stakeholders.

We continue to align our supporting plans that have helped to influence and shape our direction.

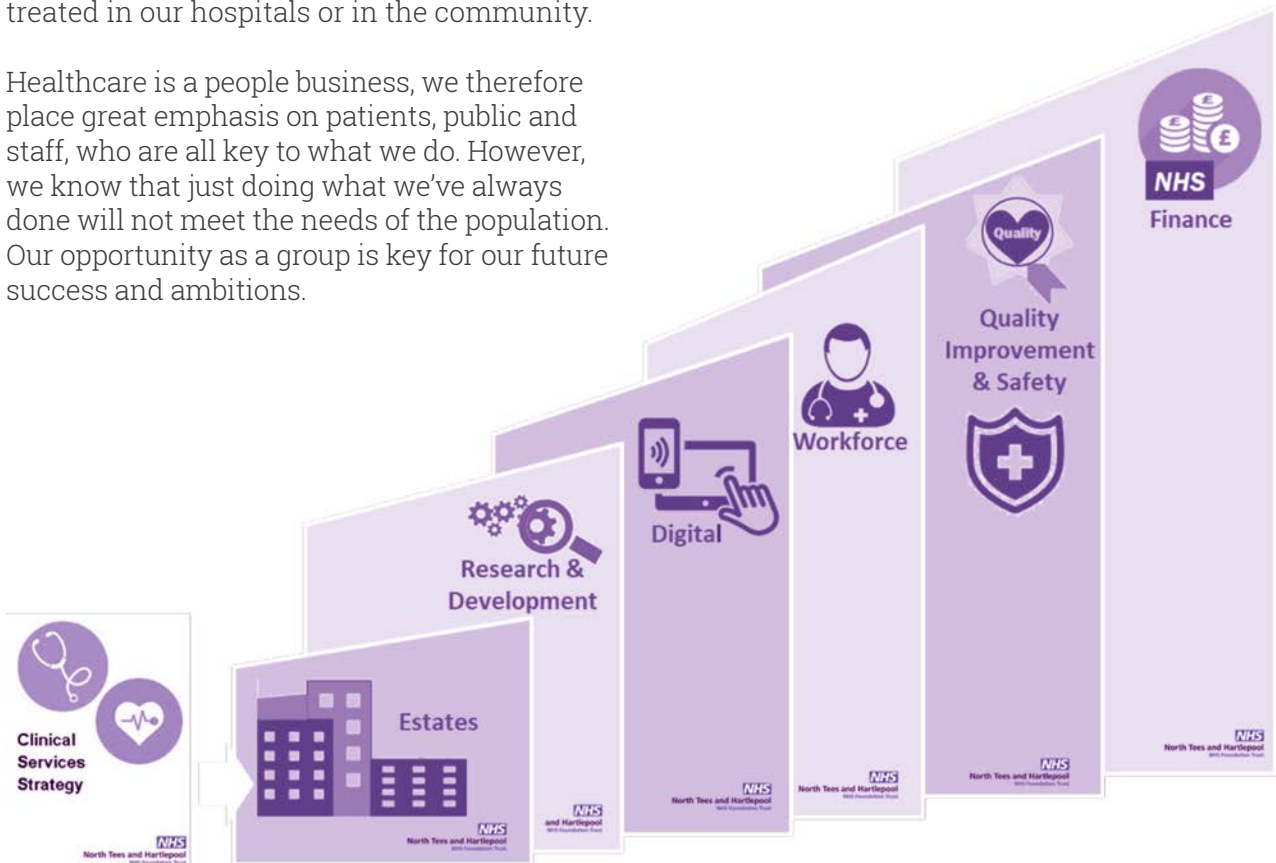
Our Vision

We are committed to providing the very best care to our patients whether they are being treated in our hospitals or in the community.

Healthcare is a people business, we therefore place great emphasis on patients, public and staff, who are all key to what we do. However, we know that just doing what we've always done will not meet the needs of the population. Our opportunity as a group is key for our future success and ambitions.

We all need to better manage the health of the population so that in 20-30 years' time our communities will be healthier, fitter and less reliant on hospital services in the future. To achieve our vision, we are dedicated to:

- Focus on groups in society
- Deliver interventions across an integrated health and care system
- Manage the health of our population better
- Demonstrate strong and effective collaboration and trust
- Improve and integrate our services
- Deliver services that are clinically effective, high quality and safe
- Promote innovation and inclusivity
- Maintain financial stability
- We will provide the best healthcare for everyone in our population.



North Tees and Hartlepool NHS Foundation Trust

Our Values

We place great pride in the values that our staff uphold as they go about their jobs; whether they be clinical or non-clinical. Put simply they are:

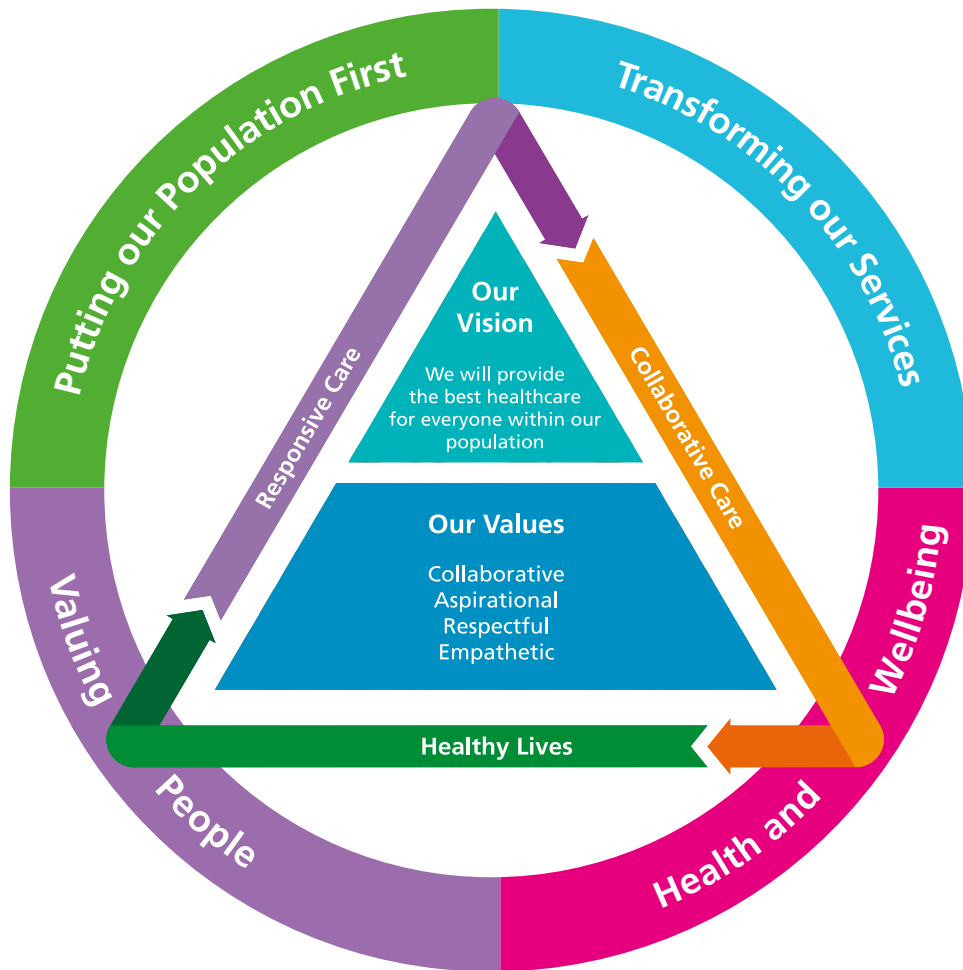
- **Collaboration** – with all partners
- **Aspirational** – for ourselves and our staff
- **Respect** – for all in the system
- **Empathy** – for our patients and their families

Our Pledge

North Tees and Hartlepool NHS Foundation Trust is committed to supporting the physical and mental health and well-being of the local population, including our staff – supporting mind and body together.

The Trust pledges to raise awareness of – and promote positive attitudes – towards mental health and challenge any stigma around mental health issues, and to provide a workplace in which staff can come together. The Trust will:

- Provide information and raise awareness of mental well-being
- Provide opportunities for employees to look after their mental well-being
- Develop skills in managers to promote the mental well-being of staff and recognise and deal effectively with mental health issues and stress
- Ensure inclusion and opportunity for all



South Tees Hospitals NHS Foundation Trust

About Us

South Tees Hospitals NHS Foundation Trust is a large Trust in the Tees Valley and our core purpose is to provide acute, community and tertiary services with the highest quality of patient care and experience.

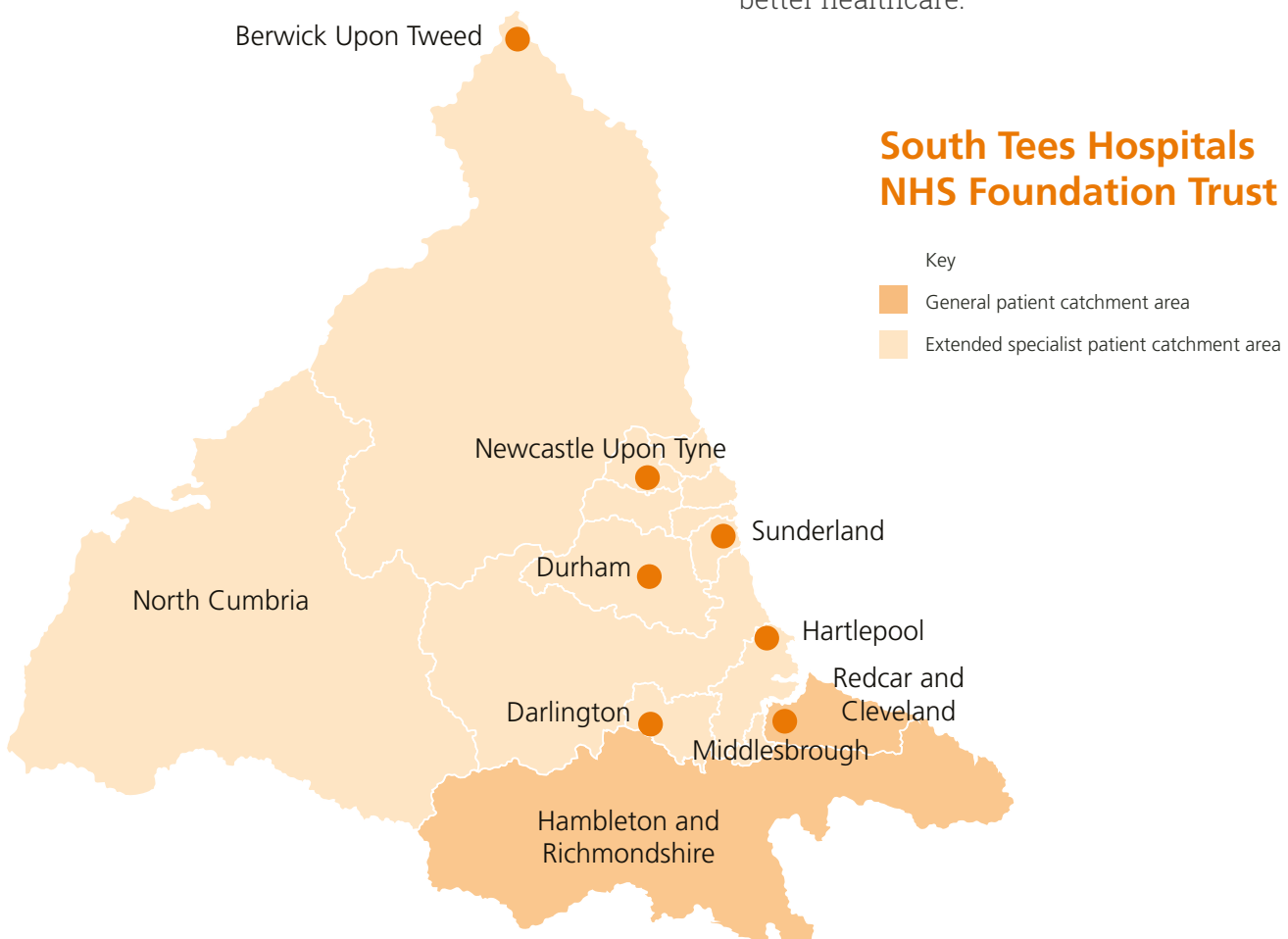
The James Cook University Hospital in Middlesbrough and the Friarage Hospital in Northallerton deliver more than 1.5m patient contacts per year, with an additional 1.2m patient contacts undertaken by our community services.

We are a Major Trauma Centre, Regional Cancer Centre and a Tertiary Centre. We are registered with the Care Quality Commission with our last inspection providing a 'Good' rating. We are committed to providing patients with the very best care across all of our services.

We also provide care in our local communities and in people's homes, including community and district nursing, and services from the following hospital sites:

- Redcar Primary Care Hospital
- East Cleveland Primary Care Hospital in Brotton
- Friary Community Hospital in Richmond.

We are a major employer within our area and a key system leader within the health and social care system that serves our communities. Our Trust is a partner in the Academic Health Science Network (AHSN) and member of the Clinical Research Network for the North East and North Cumbria, which aims to recognise the ideas originating from the region's health service, turning them into treatments, accessible technologies and medicines to enable patients to benefit from better healthcare.



South Tees Hospitals NHS Foundation Trust

Our Journey So Far

Receiving good NHS services is the most important thing to more than 1.5 million patients, carers and families in the Tees Valley, North Yorkshire and beyond who depend and rely on them. It is the driver for everyone who works at South Tees Hospitals NHS Foundation Trust too.

Since the autumn of 2019, we've been empowering our clinicians to take the decisions about how we manage our resources and deliver care across our hospitals and services – supported by our amazing scientific teams, administrative, support staff and volunteers.

This is important – not just for our communities in Teesside and North Yorkshire but for patients across the North East and beyond who rely on us as a specialist centre and regional major trauma centre.

We are an anchor tertiary provider – delivering world-class cancer, cardiothoracic, spinal, cochlear implant, neurosciences, gynaecology

and urology care for patients across the region – and one of only three hospital trusts in the UK operating three robotic surgical systems. Our major trauma centre sees half of all trauma cases in the North East and Cumbria.

Our role as an anchor tertiary provider is also crucial in ensuring that specialist care is available to patients across our region and that health inequalities are not exacerbated in our patient populations.

In 2023, we became one of the first hospital trusts in the country to achieve a CQC rating increase to 'Good' since the start of the COVID-19 pandemic in 2020. Our Leadership Improvement and Safety Academy (LISA) has been recognised as 'Outstanding' by the CQC.

Alongside our commitment to research and education, our position as one of the country's highest ranked medical training organisations, and as a dedicated apprenticeship employer, characterises our commitment to our people and communities.



South Tees Hospitals NHS Foundation Trust

How we deliver

Our strategy will be delivered through nine enabling strategies and plans.



Our vision

Our clinicians lead by the way they manage our limited resources and deliver safe, quality care across our hospitals and services – aided by the experience, professionalism and skills that exist across our clinical and support areas.

Our mission

Safety and quality first: As a clinically-led organisation the safety and well-being of our patients, service users and colleagues – underpinned by our commitment to clinical research, innovation and training – is at the heart of our mission.

South Tees Hospitals NHS Foundation Trust

Our values

The values of our nurses, midwives, doctors, allied health professionals, scientific teams, administrative, support staff and volunteers have been instrumental in helping our services meet the challenges presented by COVID-19 and our continued recovery from the effects of the pandemic. They are the words we want our patients, service users and colleagues to be able to use to describe how it feels to receive care or work in our hospitals and services.

- I am **respectful** because I listen to others without judgement. I promote equality and diversity and treat others as they wish to be treated. By holding myself and others to account I demonstrate my professionalism and integrity to my colleagues.

- I am **supportive** because I acknowledge the contribution of my colleagues. I support my colleagues and our trainees to develop themselves in order to deliver the best possible care to our patients and families. Being part of a team requires me to be honest, available and ready to help others and myself.
- I am **caring** because I show kindness and empathy to others through the delivery of individual and high-quality care to our patients, families and my colleagues.



The Role

Job title:	Group Director of Pharmacy
Reports to:	Group Management Team
Professionally accountable to:	Group Chief Medical Officer
Salary:	Very Senior Manager (VSM)
Responsible to:	Site Medical Directors (on a day-to-day basis)
Line manages :	North Tees and Hartlepool Chief Pharmacist and South Tees Deputy Chief Pharmacist (Acting Chief Pharmacist)
Liases with:	Executive Directors and all other staff and individuals both inside and outside the Group for the effective execution of the post.

Job summary

The Director of Pharmacy will undertake the roles and responsibilities of the Chief Pharmacist at South Tees Hospitals NHS FT, as required by all applicable legislation including the Medicines Act 1968 and have line management responsibilities for the Chief Pharmacist at North Tees and Hartlepool NHS FT. This will include ensuring that all pharmacy practice, including their own, is within the standards set out by the General Pharmaceutical Council. They will have overall responsibility for the management and operational efficiency of both site pharmacy teams.

The Director of Pharmacy will ensure that practice related to medicines management throughout the Group complies with current legislative framework. Where practice is found to be non-compliant, this is escalated through relevant Group processes, including full involvement and knowledge of the Group Chief Medical Officer.

The role of the Director of Pharmacy will be accountable for the strategic and operational development of the medicines management services within Group. Including:

- The provision and management of the pharmacy services within the Group.
- The provision of professional leadership and pharmaceutical advice.
- The delivery of medicines management across the Group as part of the overall safety, risk, governance and performance frameworks for the organisation.
- The delivery of the Group's financial plan as relating to medicines and pharmacy services.
- The oversight and governance of the Group prescribing systems and associated informatics systems.
- To lead and support the strategic development and improvement of Pharmacy services and medicines management in line with national, regional and local plans and priorities.
- Liaise with colleagues in adjoining Primary and Secondary health environments across the NENC to ensure best delivery of pharmaceutical services.
- Deliver a change agenda to transform current pharmacy models on both sites into a unified service which delivers innovative and integrated ward-based and community health function.
- Deliver transformation in clinical pharmacy, ensuring the expert skills related to medicines are fully utilised across Group services.
- Be responsible for professional leadership and advice on Pharmaceutical Services provided by the Group.
- Be responsible for the pharmacy budget including cost control measures and effective use of resources.
- Coordinate and implement research and development activity in medicines.
- Accountable for the Stockton Quality Control Laboratory regional service.

Statutory Professional Accountabilities

- Undertake the roles and responsibilities of the Superintendent Pharmacist at South Tees Hospitals NHS FT as required by all applicable legislation, including the Medicines Act 1968 subject to review of the Group Pharmacy structures.
- Undertake the role of Accountable Officer at South Tees Hospitals, responsible for ensuring the safe and effective use of controlled drugs within the organisation in accordance with the Health Act.
- Ensure that all practice relating to medicines management across the Group complies with the current legislative framework and, where practice is found to be noncompliant, this is addressed through the relevant Group processes.
- Ensure that the requirements of Good Manufacturing Practice and Good Laboratory Practice are complied with consistently across the Group.
- Ensure that the requirements of Good Distribution Practice are complied with consistently across the Group.
- Ensure Group-wide compliance with new directives as they arise where medicinal products are involved.

KEY RESULTS AREAS

Strategic Leadership

- Interpret broad current and forthcoming clinical/professional policies, medicines legislation and NHS guidance to manage, develop and lead the vision for the Pharmacy and medicines management services within the context of the Group's overall strategic direction.
- Lead the planning, development and delivery of a modern approach to pharmacy services ensuring any proposed changes, are in accordance with corporate and clinical governance requirements.
- Advise and discuss with senior clinical and operational management leads regarding planned service developments both for their areas of responsibility or those that may affect these areas.

- Ensuring these leads can incorporate and changes into their overall business plans. This will include a lead role in the introduction of new information systems that support improved medicines management in the Group.
- Work closely with, and negotiate with, senior and executive officers within and outside the Group (including consultant medical staff and Primary Care organisations) to realise opportunities and benefits to the health economy from joint working.
- As a professional lead contribute to the development and achievement of the Group's strategic aims and priorities including adopting a proactive role in developing key performance indicators including quality improvement, and monitoring implementation.
- Advise the Chief Executive as required.
- Ensure that Group performance meets and exceeds national standards where specified.
- Work with the Council of Governors, members, patient groups and scrutiny committees as necessary to maintain and enhance positive relationships.
- Play an active part in the Group's overall transformation and organisational development programmes.

NHS Leadership Competency Framework

You must be able to demonstrate the six NHS Leadership Competency Domains:

- **Driving high-quality and sustainable outcomes**
The skills, knowledge and behaviours needed to deliver and bring about high quality and safe care and lasting change and improvement – from ensuring all staff are trained and well led, to fostering improvement and innovation which leads to better health and care outcomes.
- **Setting strategy and delivering long-term transformation**
The skills that need to be employed in strategy development and planning, and ensuring a system wide view, along with using intelligence from quality, performance, finance and workforce measures to feed into strategy development.

- **Promoting equality and inclusion, and reducing health and workforce inequalities**

The importance of continually reviewing plans and strategies to ensure their delivery leads to improved services and outcomes for all communities, narrows health and workforce inequalities, and promotes inclusion.

- **Providing robust governance and assurance**

The system of leadership accountability and the behaviours, values and standards that underpin our work as leaders. This domain also covers the principles of evaluation, the significance of evidence and assurance in decision making and ensuring patient safety, and the vital importance of collaboration on the board to drive delivery and improvement.

- **Creating a compassionate, just and positive culture**

The skills and behaviours needed to develop great team and organisation cultures. This includes ensuring all staff and service users are listened to and heard, being respectful and challenging inappropriate behaviours.

- **Building a Grouped relationship with partners and communities**

The need to collaborate, consult and co-produce with colleagues in neighbouring teams, providers and systems, people using services, our communities, and our workforce. Strengthening relationships and developing collaborative behaviours are key to the integrated care environment.

Business Planning and Contracting

- Manage, develop and implement service level agreements, policies and contracts that specifically relate to the pharmacy or medicines management services including those that impact across and/or beyond the organisation.
- Oversee the strategic planning and delivery of the commercial opportunities presented by Stockton Quality Control Laboratory

- Oversee the governance arrangements between the Group pharmacy subsidiary companies and the two organisations
- Manage/reconcile conflicting views and differences of professional opinion with respect to medicines usage where a range of options are considered.
- Formulate long term strategic plans relating to Group-wide medicines management services and policies.
- Develop an annual plan for pharmacy services in consultation with the Management Executive.
- Liaise with Commissioners to ensure that the Group pharmacy service is delivered in a standardised manner, as required by its users.

Performance

- To have a sound understanding of regulatory requirements for both CQC and NHSE and the implications of the standard operating framework and breach of a regulatory function.
- To work closely with all partners, Executive Directors, and Operational Teams to benchmark services and lead and monitor change to ensure services/directorates and corporate functions achieve the best performance
- To ensure there are robust systems in place allowing follow up action/learning from governance issues across the organisations, including trend analysis, identification of risks/improvements required.
- To influence services/directorates to ensure that services have a culture of continuous quality and service improvement is created and embedded and that teams are encouraged to use this and participate in the corporate approach to quality improvement in service development.
- To promote continuous improvement in all cycles and actively participate in disseminating QI methodology within the Group.

Quality and Governance

- Strengthen the governance culture and process improvement methods, fostering and developing a culture of continuous quality improvement and innovation to ensure highest standards of patient care.
- Ensure robust risk management arrangements are in place which effectively identify key risks and associated mitigation plans. Advise and act on matters of clinical risk and professional performance within and out with the Group accordingly.
- Act as Group lead and provide oversight of pharmacy to ensure delivery of optimal care, and implementation of relevant national strategy and objectives.

Communication and Relationships

- To communicate with board members, executive team and the senior management team of the organisation about the Group wide priorities.
- To negotiate with the key stakeholders
- Communicating complex, highly sensitive and on occasion highly contentious and commercially sensitive information that leads to an agreement and implementation.
- To communicate with staff at all levels to motivate and advise on achieving high standards of integrated governance or regulatory standards.
- To regularly give presentations to large groups of staff to stretch the organisation and develop staff.
- To regularly give presentations or represent the organisation at internal/ external events.

Culture

- To develop a culture within the function and across the Group based on Group values and the principles of compassionate and collective leadership.
- To develop a culture that thrives on continuous improvement and that works seamlessly across organisational boundaries.
- To ensure staff engagement strategies are developed and executed across the portfolio of services.

- To actively support People Plan including the EDI and staff health and well-being programmes across the Group.

Safety

- To ensure all health and safety and other statutory requirements for employees are met.
- Work with other corporate services to act in the best interests of employees, patients and service users and to ensure that all statutory and Group requirements (such as policies and procedures) are adhered to.
- To ensure that infection prevention and control is integral to service delivery within the function.
- To ensure that safe systems of work are used – to investigate accidents and incidents, to ensure appropriate and timely risk assessments and to ensure staff meet statutory and mandatory training compliance.

Financial and Physical Resources

- To utilise resources effectively using evidence based best practice.
- To meet financial targets for income generation, income and expenditure budgets and cost improvement programmes.
- Act as budget holder for a designated budget and complete reports as requested.
- Ensure all budgets and financial decisions are managed within the Groups standing financial instructions.
- To have effective systems in place for ordering stock and non-stock items.
- To be accountable for organising staff training and development.
- To be accountable for pharmacy pay and non-pay budget to ensure they remain within current resources.
- Ensure the economical purchasing, appropriate storage and distribution of pharmaceuticals in accordance with good medicines management practice, Group SFIs and value for money.
- Monitor drug usage and expenditure and exert influence and control over the use of medicines to ensure clinical and cost-effectiveness.

- Pro-actively influence safe and effective drug therapy in conjunction with other clinical staff.
- Identify possible cost reduction initiatives in medicines usage and lead the pharmacy team in projects managing the necessary changes/audit of savings.
- Promote cost reduction initiatives within the service including the delivery of cost improvement targets without affecting the quality of the service provided.
- Identify to the Directorate Management Teams any cost pressures within their Directorate and advise on ways of dealing with such pressures.
- Ensure that the medicines procurement section and other care services are managed to ensure financial probity and appropriate cost control.
- Implement new ways of working in Pharmacy and ensure liaison with the Group's Service Improvement Team.
- Develop and implement a Pharmacy recruitment and retention policy supported by the Human Resources Department.
- To ensure correct recruitment and selection processes are followed.
- To ensure systems are in place for attendance at Group-wide inductions, plus local induction and programmes of training and education are sufficient.
- To conduct and oversee the appraisal process for the team and the production of subsequent development plans.
- To carry out investigations in line with Disciplinary or Grievance policies and where appropriate take these to a conclusion

Human Resources

- Be accountable for the direct management of the two-site senior pharmacy management teams.
- Instigate, and be responsible for, performance management within the department.
- Continually review skill mix to be appropriate to service needs and professional standards in force at the time, reporting any deficits to the Group Chief Medical Officer with proposals for corrective action.
- Ensure that staff have adequate clinical supervision/mentorship and manage any poor performance actively with the Group's policies and procedures framework.
- Ensure that staff are aware of legal requirements and the Code of Ethics of the General Pharmaceutical Council and monitor their compliance.
- Ensure that all Group policies and procedures are adhered to at all times.
- Recruit, develop and motivate staff in accordance with the knowledge and skills framework to ensure they can and do perform well in their job, contribute towards improvements to the pharmaceutical service and achievement of the pharmacy business plan/Group corporate objectives.
- To proactively monitor and manage staff absences for sickness, maternity leave or carer leave.
- To be responsible for the introduction of Group policies.
- To ensure effective staff engagement and support within the patient and staff experience function, developing staff to enable them to reach their potential.
- To ensure the department has agreed contingency and escalation procedures in place to ensure business continuity.
- To utilise resources to provide professional leadership (including delivering workforce planning) and deliver the cultural change necessary to implement person centred services, great staff experience and to promote partnership working.
- To ensure that all CQC standards relating to staff are achieved – including high quality appraisal and statutory and mandatory training for the Pharmacy teams.
- To ensure that the Group has the highest standards of people management and is known as an employer of choice.
- To ensure appropriate governance processes and policies are in place and adhered to.

Information Resources

- The post holder will have corporate responsibility for the provision of key information systems for the organisation for governance and regulatory purposes.
- To make sure that all necessary information is correctly recorded and submitted centrally for governance and regulatory purposes, including external and internal.
- To make sure that all necessary information is correctly produced in line with auditors' requirements.
- The maintenance of training/appraisal/sickness records for staff within area of responsibility.
- Management of staff information using the Manager Self Service function within ESR.

Clinical Governance

- Be responsible for medicines management in the Group, including associated Healthcare Standards and clinical governance of pharmaceutical services and clinical risk, and advise the Group Board accordingly.
- Develop the pharmacy services to pro-actively influence safe and cost-effective drug therapy in conjunction with clinical staff.
- Actively involve the pharmacy Department in the delivery of Clinical Governance following the Group-wide strategy.
- Ensure practice is evidence based, shared, and, wherever possible, patient focussed.
- Ensure that user views are accounted for in the planning and implementation of service delivery.
- Implement and monitor national initiatives and directives.
- Ensure that the Group Medical Officer is made aware of any circumstances that would, or may, mitigate against safe standards of practice and advise on corrective action.
- Ensure errors, complaints and incidents are managed within the Group's guidelines.

- Develop and maintain a mutually beneficial relationship with higher education institutions, in particular, local Schools of pharmacy including Teesside, Sunderland and Newcastle.
- Work closely with the Tees Valley Research Alliance to ensure safe and effective utilisation of medicines in research, including compliance with clinical trials legislation
- Promote and co-ordinate research and development activity in medicines management.
- Develop audit processes within the department to ensure that all legal, professional and service requirements are met.
- Actively participate in Group wide Clinical Audit, clinical trials and research and development. Supporting and encouraging other pharmacy staff in this area and liaise with other specialties/ departments as necessary.
- Establish an appropriate audit and feedback tool for evaluation and development of services in liaison with service users.
- Ensure that the R&D activities of the department are appropriately directed and establish an R&D portfolio for the service.

Teaching

- Promote and support teaching, learning and personal development within the department.
- Foster a culture of lifelong learning, to include provision for post-registration education, continuing professional education/development and vocational training of staff within pharmacy.
- Liaise with the medical education departments in both organisations to ensure appropriate medicines management training for pre and post graduate medical and nursing staff.
- Liaise with nursing and allied health professionals leads to develop a Non-Medical Prescribing strategy and ensure appropriate governance is in place regarding this.

Personal Development

- The post holder will be expected to demonstrate compliance with GPhC's CPD requirements and keep professionally updated at all times, including being actively aware of Group wide issues and trends.
- The post holder will have a personal professional development plan and identify training needs as required to the Chief Medical Officer.
- To have responsibility for ensuring a personal commitment to maintaining a high quality of service to patients by continual development or practice in the light of research evidence and by audit against clinically relevant standards.
- Individual staff have a major role in suggesting and implementing improvement to services and in exercising professional responsibility for both themselves and their peers within an open 'no-blame' culture.

Workforce Planning, Education and Workforce Development

- In conjunction with the organisations Senior Leadership Team and Board colleagues, actively contributes to ensuring that effective strategic leadership development, succession planning and talent management programmes are in place to develop the capacity and capability of the Group pharmacy teams.

Freedom To Act

- Works autonomously.
- To maintain one's own high professional standards and discuss opportunities to develop practice with the line manager and senior management.
- Required to interpret overall health service policy and strategy, responsible for determining the goals and standards determined by NHS England for Foundation Groups.
- To work within defined Group Policies and Procedures
- To work within the Business Standards Code of Practice for Senior Managers.

- To use managerial and judgmental skills to analyse complex situations and formulate appropriate solutions.
- To be responsible for organising own workload and that of the team prioritising to meet the needs of the organisation.

Other

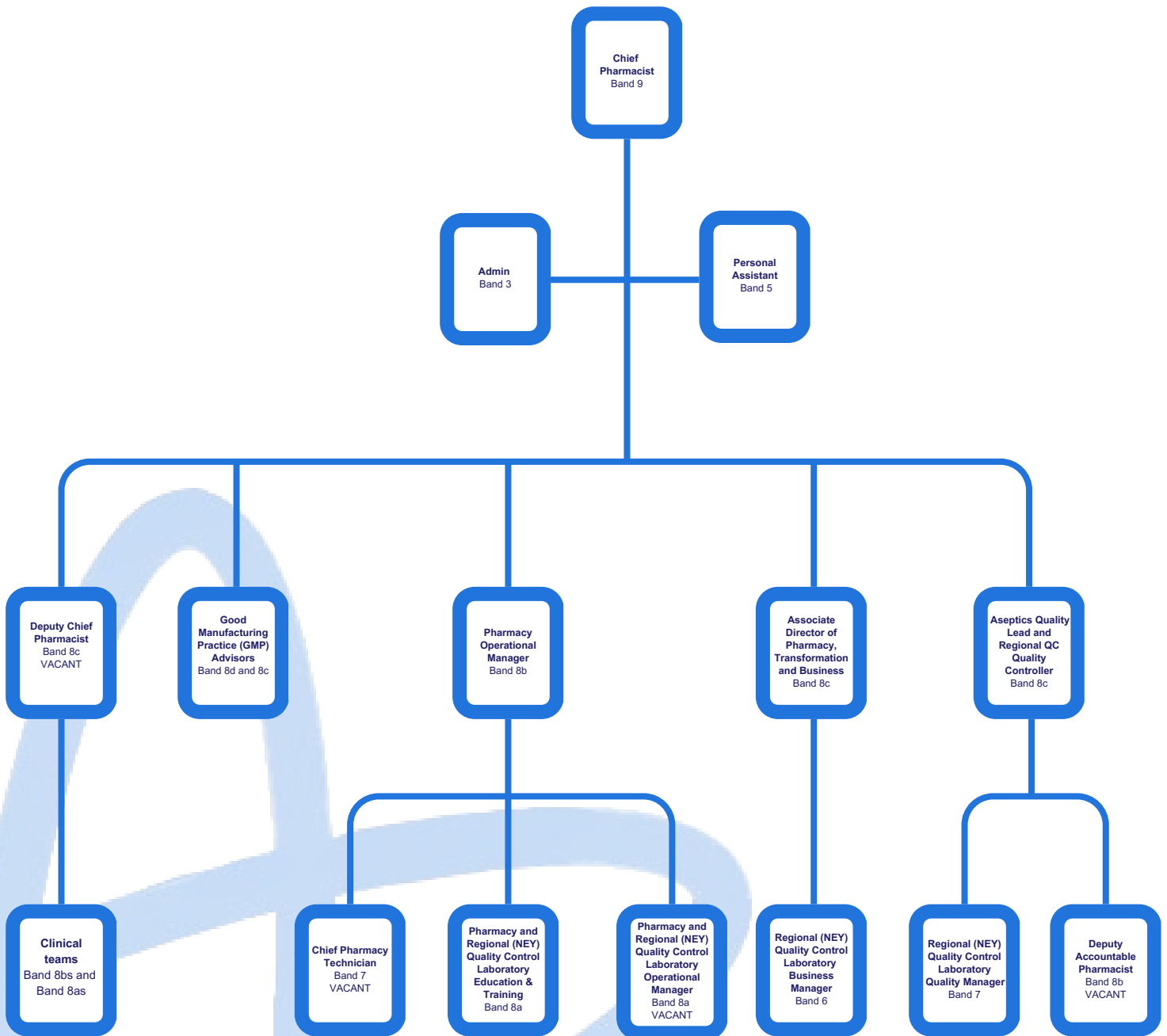
- The post holder is required to participate in the Director on-call rota.
- To ensure adherence to the highest possible standards of honesty and integrity and professional behaviour at all times.
- To act as an ambassador for University Hospital Tees at all times.
- To personally update and ensure continuing professional development.
- To meet the requirements of the Fit and Proper Persons Test.
- To be able to fulfil the considerable travel requirements of the post.
- To act as a role model with regard to upholding the Group Values

Interview Guarantee

- The Group is committed to the employment and career development of disabled people. To demonstrate our commitment, we use the Disability Symbol that is awarded by the Employment Service. As a symbol user, we guarantee an interview to anyone with a disability whose application meets the minimum criteria for the post.
- To be eligible for the Interview Guarantee Scheme you must have a disability or long term health condition that puts you at a significant disadvantage in either obtaining or keeping a job. The disability could be physical, sensory or mental and must have lasted, or be expected to last for at least twelve months. You do not have to be registered as a disabled person to apply under this scheme.
- As an Armed Forces Employment Recognition Scheme (ERS) awarded Group we are committed to guarantee an interview to those members of the Armed Forces Community who meet the essential criteria.

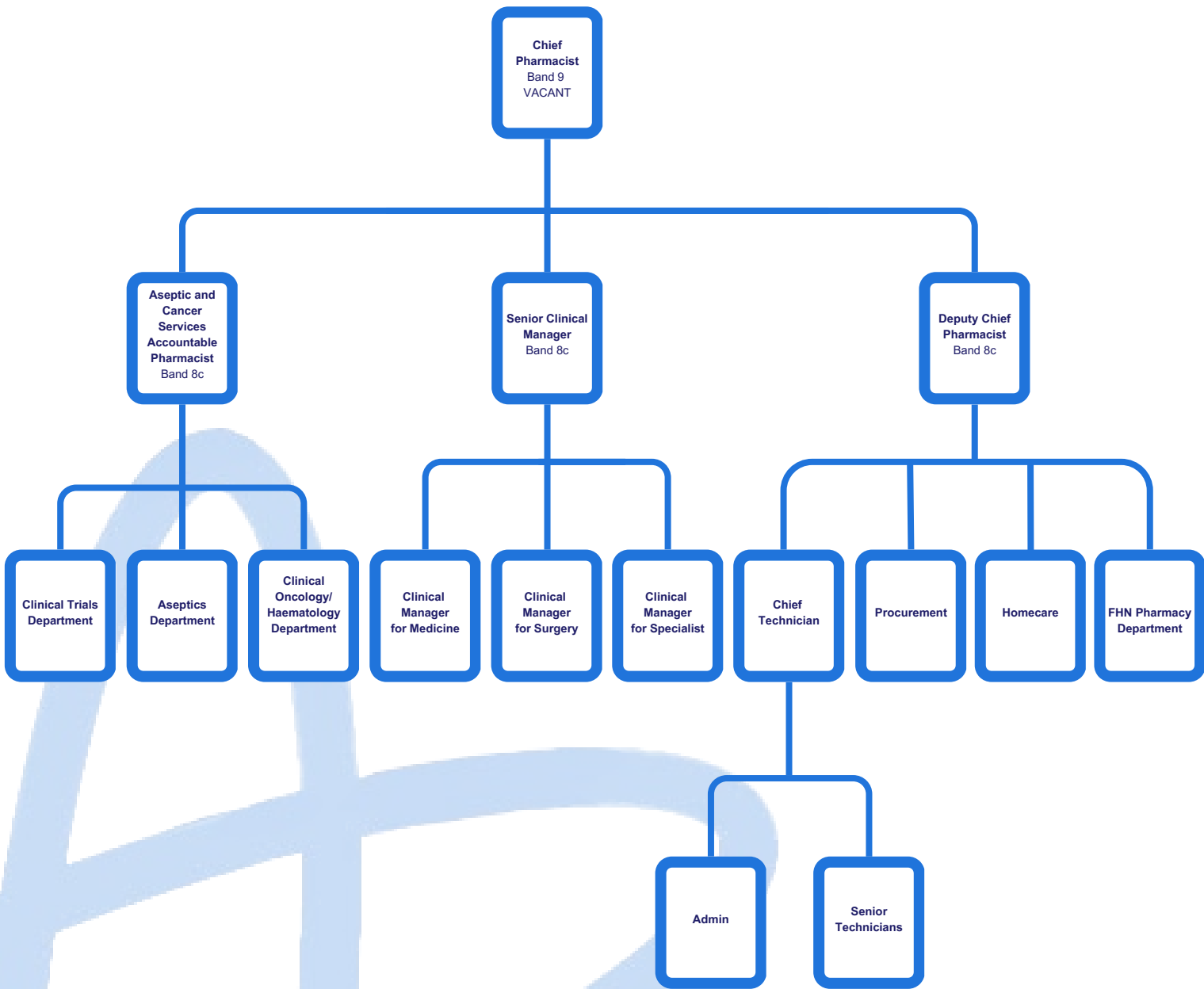


Current North Tees and Hartlepool Pharmacy organisational chart





Current South Tees Hospitals Pharmacy organisational chart



Person Specification

Attributes	Essential Requirements
Qualifications/ Professional Registration	<ul style="list-style-type: none"> ● Master's degree in pharmacy or Pharmaceutical Sciences ● Member of the General Pharmaceutical Council (MGPhC). ● Hold relevant post-graduate qualification in pharmacy (e.g., clinical pharmacy). ● Have a relevant management qualification or demonstrable management skills from a portfolio of evidence ● Evidence of commitment to continuing professional development
Experience and Knowledge	<ul style="list-style-type: none"> ● Recent or current experience of working in a hospital pharmacy environment including experience of a strategic leadership role within hospital pharmacy, or equivalent input to national strategies. ● Extensive experience as either a Chief Pharmacist of a large district general hospital or at a teaching hospital, or equivalent input to national strategies. ● Experience of managing substantial pharmacy budgets. ● Proven experience in developing and delivering a significant change agenda. ● Evidence of personal involvement in operational management, clinical and technical pharmacy service provision. ● Business planning with project and financial management. ● Demonstrable and successful recent experience and achievement as a senior leader at or near Board Director level or equivalent in a similarly complex organisation or system. ● Experienced, compassionate and inclusive manager with significant operational experience. ● Demonstrable experience of developing relationships into productive partnerships, cross boundary working and working with stakeholders at all levels. ● Has the ability and experience to act corporately and support Board members and other Directors in the execution of their duties and responsibilities. ● In depth understanding of the dynamics of the National Health Service and values of the UK public sector. ● Demonstrable and detailed understanding of current health issues, national policy and standards, as well as best practice locally, nationally and internationally. ● Extensive successful experience at Board level delivering a range of health services in a large and complex organisation. ● Evidence of successful management of service change and integration of services. ● Proven ability in performance management and development of staff and teams. ● Coaching and mentoring experience (Desirable)

<p>NHS Leadership Competency Framework</p>	<ul style="list-style-type: none"> ● Be able to demonstrate the six NHS Leadership Competency Domains: <ul style="list-style-type: none"> ● Driving high quality and sustainable outcomes. ● Setting strategy and delivering long- term transformation. ● Promoting equality and inclusion, and reducing health and workforce inequalities. ● Providing robust governance and assurance. ● Creating a compassionate, just and positive culture. ● Building a Grouped relationship with partners and communities.
<p>Skills and Abilities</p>	<ul style="list-style-type: none"> ● Good understanding of current pharmacy service issues and a sound knowledge of the future medicines management development agenda ● Well-developed leadership and motivational skills. ● Ability to lead a large team. ● High standard of verbal and written communication skills including numeracy and be able to analyse complex reports and data sets and track performance data ● Capability to operate and think laterally at strategic and operational level. ● Evidence of personal insight sound judgement and drive for improvement. ● Innovative and responsive to change with an ability to facilitate change and set pace and direction. ● Innovative and responsive to change with an ability to facilitate change and set pace and direction. ● Capability to build and develop teams and individuals and maintain constructive working relationships at all levels and disciplines. ● Ability to consistently meet deadlines and targets. ● Ability to analyse and interpret complex data. ● Proven track record of collaborative working across organisational boundaries. ● Positive and optimistic displaying confidence and exhibiting presence and vision. ● Integrity and a reputation for honesty and Group worthiness. ● Exemplary personal standards of conduct and meets the requirements of the fit and proper persons test. ● Self-motivated to drive forward and deliver relevant pieces of work ● Excellent influencing engaging and negotiating skills. ● Ability to work in a fluid environment re work boundaries stream. ● The ability to work autonomously as well as in a team. ● Ability to produce documents for a range of audiences in particular board and external bodies ● High level of interpersonal and communication skills. ● Strong ability to analyse situations and recommend strategic course of actions to achieve objectives effectively. ● Proficient IT skills.

Personal Attributes	<ul style="list-style-type: none"> ● Ability to easily integrate into complex organisation and to be always presentable and professional. ● Ability to motivate multi-skilled and complex teams to achieve maximum efficiency. ● Experience in successfully managing complex organisational change. ● Demonstrate honesty and integrity. ● Active and positive team player. ● Ability to respond quickly and confidentially on unfamiliar topics. ● Resilient and determined to overcome challenges, recover from setbacks, and demonstrable persistence to deliver strategic objectives. ● Aligned to Group core values and behaviours and Behaviour and Civility Charter. ● Aligned to the NHS Leadership ● Competency Framework. ● Demonstrable commitment to promoting and celebrating equality and diversity in the workplace and in service delivery. ● Able to demonstrate clarity of thinking and appropriate challenge to ensure any reputational risk to the organisation is well managed.
Other Requirements	<ul style="list-style-type: none"> ● Flexibility of working hours to meet the needs of the service. ● Participation in Director on call rota. ● Able to travel across sites. Reasonable adjustments will be made to facilitate this if required. ● Hold a full current driving licence

How to Apply

The closing date for applications is 18 February 2025. Applications should be made by submitting a full and up to date CV, with a covering letter of no more than two sides of A4. Your supporting statement should give evidence of how you meet the requirements of the person specification relating to the role.

Along with your application, please include:

- Contact details for up to four referees (who will not be contacted without your permission)
- A contact email address and telephone number
- A completed **Diversity Monitoring Form** and **Fit and Proper Person Monitoring Form**.

All applications should be sent to: apply@hunter-healthcare.com. All applications will be acknowledged.

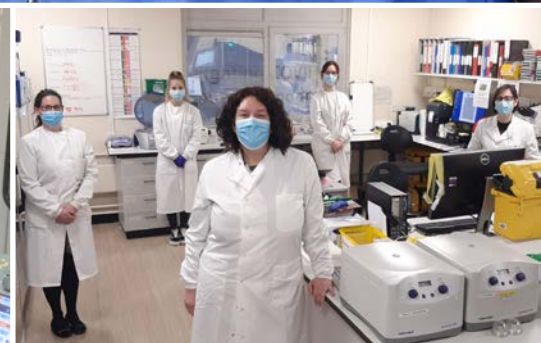
For an informal conversation about the post, please contact Finn McNulty at our recruitment partners, Hunter Healthcare by email: fmcnulty@hunter-healthcare.com or phone: **07966 006091**

[CLICK HERE TO APPLY ONLINE →](#)

KEY DATES:

Application Deadline	18 February 2025
Shortlisting	w/c 24 February 2025
Interviews and assessment	March 7 2025





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E: enquiries@hunter-healthcare.com

