

## Pharmacist

**DESCRIPTION OF WORK:** Positions in this banded class perform professional pharmacy work in either a pharmacy, clinical or administrative setting. Duties performed may include screening and preparing physician's medication orders, recording data on patient/client profiles, issuing drugs, chemicals and other pharmaceutical products and maintaining inventory. Work may include training, writing, interpreting or implementing appropriate regulations. Work may include providing consultation to clinicians, developing and maintaining pharmacy formularies, and participating in drug utilization reviews and pharmacy related research. Work may include providing instruction to others.

### **EXAMPLES OF COMPETENCIES:**

#### **CONTRIBUTING:**

**Knowledge – Professional:** Basic knowledge of principles and practices of professional pharmacy. Basic knowledge of trends, current technology, and standards of pharmacy practice. Basic knowledge of disease states and pathophysiology as it relates to Pharmacology and medication use. Basic knowledge of techniques, practices and procedures in compounding and dispensing medications and other pharmaceutical products.

**Coordination – Work:** Ability to review medication orders and patient/client medical profiles for appropriateness. Ability to resolve questions or problems with the provider. Ability to fill and dispense medication orders or direct pharmacy technicians to do same. Ability to accurately compound a variety of drugs, chemicals, and other pharmaceutical products. Ability to dispense medications. Ability to provide drug information to clinicians and patient/client. Ability to enter and maintain patient/client data in pharmacy information management system. Ability to participate in performance improvement reviews. Ability to participate in quality assurance reviews. Ability to monitor and maintain drug inventory including controlled substance inventory. Ability to conduct periodic inspections and physical counts of the pharmacy inventory. Ability to perform inventory audits and prepare audit reports.

**Assessment and Decision Making:** Ability to assess needs of patient/clients. Ability to talk with patient/clients. Ability to record patient/client data. Ability to assess proper drug utilization for patient/clients. Ability to identify any possible adverse drug reactions. Ability to take action consistent with available facts, constraints and anticipated consequences. Ability to research drug information resources and effectively communicate findings with clinicians. Ability to enter and maintain all data as mandated by law; prepares reports. Ability to respond to inquiries and comply with all routine reporting requirements. Ability to participate in drug utilization reviews. Ability to participate in pharmacy-related research.

**Communication and Instruction:** Ability to provide medication education information to patient/clients about drug administration and possible drug interactions according to patient/client counseling laws and regulations and the North Carolina Board of Pharmacy policies and procedures. Ability to meet customer service standards. Ability to provide clinicians and professional staff with general formulary information and current information about drug therapy selection, pharmacokinetics and pharmacology. Ability to provide orientation, consultation, in-service education, and on-the-job training. Ability to counsel others on techniques, practices and procedures.

#### **JOURNEY**

**Knowledge – Professional:** Full knowledge of principles and practices of professional pharmacy. Full knowledge of trends, current technology, and standards of pharmacy practice, particularly in the area of specialization. Full knowledge of disease states and pathophysiology as it relates to Pharmacology and medication use. Full knowledge of techniques, practices and procedures in compounding and dispensing medications and other pharmaceutical products.

**Coordination – Work:** Ability to provide technical advice to others. Ability to monitor effectiveness of procedures and workflow. Ability to help prioritize work. Ability to help resolve processing problems. Ability to recommend improvements to procedures. Ability to develop and monitor compounding processes for new drugs and/or novel drug delivery systems. Ability to ensure accurate patient/client database.

**Assessment and Decision Making:** Ability to assess pharmaceutical needs of patient/clients with complex, acute and chronic medical problems. Ability to review documentation prepared by others. Ability to detect and resolve adverse drug reactions. Ability to provide clinical consultation on patient/clients with complex, acute and chronic medical problems. Ability to monitor data quality. Ability to train others in data entry and database management. Ability to present complex data and findings to providers and multi-disciplinary teams. Ability to lead drug utilization review activities. Ability to make recommendations. Ability to aid in design of pharmacy-related research.

**Communication and Instruction:** Ability to monitor consistency and effectiveness of medication education information provided to patient/clients and others. Ability to identify issues and recommend solutions.

Ability to monitor data integrity. Ability to monitor use of resources and compliance with federal and state regulations. Ability to order drugs and supplies. Ability to perform audits. Ability to develop and monitor pharmacy performance improvement programs.

Ability to monitor compliance with federal and state laws and regulations, the North Carolina Board of Pharmacy policies and procedures, and customer service standards. Ability to provide clinicians and professional staff with a wide range of information about drug therapy selection, pharmacokinetics and pharmacology. Ability to provide direction and advice to others.

### **ADVANCED**

**Knowledge – Professional:** Thorough knowledge of principles and practices of professional pharmacy. Thorough knowledge of trends, current technology, regulations and standards of pharmacy practice particularly in the area of specialization. Thorough knowledge of disease states and pathophysiology as it relates to Pharmacology and medication use. Thorough knowledge of techniques, practices and procedures in compounding and dispensing medications and other pharmaceutical products.

**Coordination – Work:** Ability to maintain workload balance to enhance productivity. Ability to review work of others. Ability to resolve technical problems. Ability to establish new procedures. Ability to coordinate work with other medical services, programs and agencies. Ability to develop, implement and monitor new pharmacy services, policies, procedures and regulations. Ability to ensure compliance with OSHA standards and other federal and state regulations. Ability to evaluate and modify pharmacy performance improvement procedures.

**Assessment and Decision Making:** Ability to train others in observing and recording patient/client data. Ability to provide direct clinical consultation for patients with complex, acute and chronic medical problems. Ability to serve as an expert in assessing pharmaceutical and production needs. Ability to resolve complex adverse drug reaction issues. Ability to train others in patient/client assessment and documentation. Ability to plan and implement data management modifications and improvements. Ability to evaluate reports prepared by others. Ability to develop, implement and modify the drug utilization review program as needed. Ability to review all patient/client and pertinent information and make appropriate recommendations based on policies, procedures and regulations.

**Communication and Instruction:** Ability to train and counsel others in how to effectively communicate medication education information to patient/clients. Ability to ensure compliance with federal and state laws and regulations, the North Carolina Board of Pharmacy policies and procedures, and customer service standards. Ability to develop appropriate policies and procedures. Ability to provide clinicians and professional staff with advanced consultation on formulary decisions and new information about drug therapy selection, pharmacokinetics and pharmacology.

**MINIMUM TRAINING AND EXPERIENCE:** Graduation from an Accreditation College for Pharmacy Education (ACPE) accredited school of pharmacy.

**Necessary special qualification:** Licensed to practice pharmacy in the State of North Carolina.

**Special Note:** This is a generalized representation of positions in this class and is not intended to reflect essential functions per ADA. Examples of competencies are typical of the majority of positions, but may not be applicable to all positions.