**POSITION TITLE:** SAFEMED PHARMACIST LEADER

**JOB SUMMARY:**

The SAFEMED Pharmacist Leader is responsible for developing an after hospital medication management plan for participants in SafeMed prior to discharge, supervising Community Health Outreach Workers (Pharmacy Technicians and/or LPN/MA/Health Coach) implementing this medication management plan beyond the doors of the hospital, and providing ongoing assistance medication assistance to participants with multiple chronic illnesses. Specifically, the pharmacist will serve as an integral member of the SafeMed team responsible for helping to lead community health activities, including but not limited to: discharge medication reconciliation, comprehensive medication therapy management review and disease management for discharged patients, targeted MTM interventions, helping to lead small group SafeMed Support Sessions to assist participants in safe medication use and chronic disease self-management. The SafeMed pharmacist will use his/her expert medication knowledge to identify and resolve medication related problems, improve patients’ knowledge and understanding of their medication regiments, improve medication adherence, and is responsible for documenting all care provided. Assists and collaborates with program staff in the development of after hospital care plans to prevent exacerbations for participants post discharge. Supervises healthcare improvement program pharmacy technician outreach workers. Advises and relates drug information within the limits of professional practice. The SafeMed Pharmacist will model appropriate behavior as exemplified in the Mission, Vision and Values of the program.

**EDUCATION/TRAINING REQUIRED**:

* BS degree in pharmacy or PharmD; PharmD and prior community pharmacy or ambulatory care residency preferred
* Licensed or eligible for licensure as a pharmacist

**RELEVANT EXPERIENCE REQUIRED**:

* Understands and interprets complex written materials and technical reports.
* Comfortable speaking to small groups as well as to patients one on one.
* A strong interest in educating patients.
* Ability to communicate complex information to patients in a manner that is understandable to patients with low health literacy.
* Demonstrates exceptional customer service and ability to interact effectively with physicians, patients, and the healthcare staff.
* Ability to work with information systems, automated and technical pharmacy equipment.
* Demonstrated ability to work independently and to consistently exercise sound judgment and initiative in a wide range of circumstances.
* An effective planner with strong skills in scheduling and organizing work flows.
* At least one year of experience providing medication therapy management to patients face to face preferred
* Completion of an Ambulatory Care Residency is preferred

**PATIENT GROUPS SERVED**

 [ ]  Neonates (0-28 days) [ ]  Children (2-12 years) [x]  Adults (18-64 years) [ ]  All Patient Groups

 [ ]  Infants (29 days – 23 months) [ ]  Adolescents (13-17 years) [x]  Geriatrics (65 years and older) [ ]  N/A

**PHYSICAL DEMANDS/CONDITIONS:**

* The physical activities of this position may include climbing, pushing, standing, hearing, walking, reaching, grasping, kneeling, stooping, and repetitive motion.
* Must have good balance and coordination.
* The physical requirements of this position are: medium work - exerting up to 50 lbs. of force occasionally and/or up to 25 lbs. of force frequently.
* Required to have close visual acuity including color, depth perception, and field of vision to perform an activity, such as assessing patients, preparing and analyzing data and figures; transcribing; viewing a computer terminal; or extensive reading.
* Frequent invasive and non-invasive patient contact.
* Exposure to patient body fluids as well as exposure to hazardous or poisonous materials.
* Ability to drive a car
* Ability to react quickly to emergency situations.

**INTERNAL CONTACTS:**

* Daily contact with the primary care practice/outpatient center team, particularly licensed practical nurses and medical assistants serving specific patient populations, and physicians.

**EXTERNAL CONTACTS:**

* Frequent contact with patients, patient family members, students, and visitors.
* Occasional contact with physician office personnel and representatives from community agencies.

**SUPERVISION PROVIDED BY THIS POSITION TITLE:**

* Supervises pharmacy technicians and students/pharmacy residents dedicated to the SafeMed population-based healthcare improvement program.

**POSITION TIME REQUIREMENTS:** 20 – 50% time.

**STATEMENT OF NON-INCLUSIVITY:**

* This job description is not to be construed as a complete listing of the duties and responsibilities that may be given to any employee. The duties and responsibilities outlined in this position may be added to or changed when deemed appropriate and necessary by the person who is managerially responsible for this position.

**JOB FUNCTIONS – SAFEMED Pharmacist LEADER**

**1. Clinical Practice Expert: Provides advanced level of direct and indirect care to individual patients/families and/or groups of patients/families in collaboration with physicians and interdisciplinary team members.**

**Standards:**

* Provides independent and collaborative medication management of health care problems and medication side effect resolution for specific patients and patient populations in accordance with practice protocols, state Rules and Regulations, and standards of the health system.
* Obtains, analyzes and interprets history, including presenting symptoms, physical findings, and diagnostic information to develop appropriate medication action plan.
* Performs comprehensive and problem-focused medication therapy management interventions
* Employs appropriate diagnostic and therapeutic interventions and regimens with attention to safety, cost effectiveness, simplicity, acceptability, adherence, and efficacy.
* Participates in the implementation of appropriate medical treatment in collaboration with supervising physicians and other interdisciplinary team members; practitioner may write orders, prescriptions, administer medications, or order subsequent testing as permitted by the health system and in compliance with all applicable state Rules and Regulations
* Formulates interventions based on scientific rationale, evidence-based standards of care, and practice guidelines and translates this care to others while leading and modeling systems of care.
* Initiates appropriate and timely consultation and/or referral when necessary.
* Serves as a consultative resource for staff providing expert knowledge of prescription and OTC medication therapies that impact clinical practice and patient outcomes.
* Identifies learning needs of individual and groups of patients and families.
* Provides anticipatory guidance, counseling, and health maintenance to promote health, reduce risk factors, and prevent disease and disability, based on age, developmental stage, family history, and ethnicity across the continuum of health.

**Comments/Examples:**

**2. Provides medication reconciliation to high risk patients during discharge**

**Standards:**

* Reviews, interprets and verifies medication orders.
* Coordinates the daily activities of pharmacy technicians and pharmacy students engaged in the community health initiative. Ensures full utilization of staff to ensure maximum productivity.
* Monitors the delivery of medications to the patient.
* Documents care provided
* Ensures compliance with federal, state, and local laws and regulations pertaining to the dispensing of drugs and controlled substances, including the maintenance of required records.

**Comments/Examples:**

**3. Provides clinical expertise to evaluate and improve drug usage and therapeutic outcomes.**

**Standards:**

* Conducts comprehensive medication review with patients post discharge
* Provides MTM Interventions to patients when needed to resolve drug therapy problems
* Collaborates with other health care professionals to plan, monitor, review, and evaluate the quality and effectiveness of drugs and drug regimens, providing advice on optimal medication therapy.
* Evaluates medication history, records, and profiles, and suggests modifications to achieve desired patient outcomes.
* Reviews and documents patient care interventions.

**Comments/Examples:**

**4. Advises physicians, healthcare staff, students, and patients in the safe administration of medication.**

**Standards:**

* Provides information and advice regarding safe medication usage including drug selection, interactions, side effects, dosage and contraindications.
* Recognizes and identifies unsafe systems and/or practices and takes action to prevent improper usage or harm.
* Reports occurrences related to medication safety errors, near misses, and adverse drug events.
* Counsels and educates patients on the effects, dosage, and administration of drugs; instructs patients on medications to be taken after discharge.
* Teaches and mentors pharmacy students and residents, providing practical and didactic experience.
* Participates in the development and delivery of educational programs for pharmacy, healthcare staff, and the community.
* Maintains relationships with medical and nursing staff; provides information and responds to questions pertaining to pharmaceuticals.

**Comments/Examples:**

**5. Follows established procedures for medication safety, ensures compliance with regulatory requirements, quality standards, compliance activities, and policies and procedures.**

**Standards:**

* Maintains and promotes compliance with all regulatory requirements, reimbursement standards, organizational standards, and policies and procedures related to area of responsibility.
* Practices principles of patient safety by following policies and procedures developed to promote medication safety and practice standardization.
* Completes annual competency and testing requirements.
* Consistently achieves high standards of accuracy in work product and documentation.
* Practices universal precaution procedures and proper safety techniques in accordance with hospital and departmental policies and procedures. Immediately reports any safety issues to appropriate person.

**Comments/Examples:**

**6. Leads/Facilitates SafeMed Support Sessions**

**Standards:**

* Works in collaboration with the SafeMed Physician and Nurse Leaders to deliver content and moderate discussions
* Answers questions in a manner that ensures patient understanding
* Ensures that workshop participant attendance is documented
* Assists in health screenings and other health promotion activities for program participants
* Accept other job functions as assigned related to the project.

**Comments/Examples:**