

**Advanced Specialist Pharmacist – Pharmacotherapy
Job Specification & Terms and Conditions**

Job title, grade code	Advanced Specialist Pharmacist – Pharmacotherapy // Cógaiseoir Speisialtóra Ardleibhéil – Cógasteiripe (Grade Code: 3250)
Remuneration	The salary scale for the post is (01/06/2026): €83,584, €84,376, €86,435, €88,570, €90,643, €92,757, €95,820, €98,983. New appointees to any grade start at the minimum point of the scale. Incremental credit will be applied for recognised relevant service in Ireland and abroad (Department of Health Circular 2/2011). Incremental credit is normally granted on appointment, in respect of previous experience in the Civil Service, Local Authorities, Health Service and other Public Service Bodies and Statutory Agencies.
Campaign reference	26UHWAO210
Closing date	29.10.2026 at 2pm We recommend that candidates submit their application a minimum of 1 hour before the closing date and time to ensure their application form has been uploaded successfully to Rezoomo. Applications will not be accepted after this date and time; no exceptions will be made
Proposed interview date (s)	To be confirmed
Taking up appointment	A start date will be indicated at job offer stage.
Location of post	University Hospital Waterford, HSE Dublin & South East There is currently 1 temporary Maternity Leave cover available. A panel may be formed as a result of this campaign for University Hospital Waterford from which current and future, permanent and specified purpose vacancies of full or part-time duration may be filled.
Informal enquiries	Name: Cliona Hayden, Pharmacist Executive Manager 3, University Hospital Waterford Email: clionam.hayden@hse.ie Phone: (051) 842745
Reasonable Accommodations	Candidates who require a Reasonable Accommodation/s to support their participation, at any stage, in the recruitment and selection process, should email Natasha Carton, Campaign Lead Natasha.Carton@hse.ie
Details of service	University Hospital Waterford University Hospital Waterford is a model 4 teaching hospital that provides general medical, surgical, paediatric, and maternity care to people living in the south east of Ireland (~500,000). The hospital provides specialty services in the following areas of clinical practice: Cardiology (including Interventional Cardiac Procedures), Trauma Orthopaedics, Ophthalmology, Neurology, Nephrology, Rheumatology, Urology, Vascular Surgery, ENT, Neonatology, Radiology, Pathology, and Microbiology. The hospital is the designated cancer centre for the southeast, providing rapid access assessment for Breast, Prostate, and Lung and Skin cancers. Cancer surgery is centralised at UHW. Haematology, Medical

	Oncology and Palliative Care is provided through our inpatient and day care facilities. There are approx. 450 inpatient beds and more than 85-day procedure beds. Pharmacy Service The pharmacy department offers an evolving service reflective of the requirements of the healthcare requirements of the South East. The department is a Clinical Operational Group within the UHW Diagnostics Directorate. The Pharmacy Department in University Hospital Waterford has operational leads as follows: • Inpatient Services • Medication Safety • Cancer Services – Medication management and aseptic Compounding • Cancer Services – Clinical • Medicines Information and Education UHW pharmacy core services include: • Medicines procurement • Stock pharmaceutical distribution • Individual patient & non-stock dispensing • Outpatient dispensing for specified clinics & specialties • Aseptic and non-sterile compounding • Management of clinical trials materials including investigational medicinal products • Medicines information UHW clinical pharmacy engagement may include all patient areas/groups, including: • Antimicrobial Stewardship • Infection prevention and control • Clinical pharmacy services to: • Intensive Care, High Dependency & Coronary Care • General Medical patients, including: ○ Cardiovascular ○ Respiratory ○ Nephrology ○ Rheumatology ○ Diabetic Care ○ Neurology ○ Dermatology ○ Care of the elderly including stroke • Surgical / Perioperative care including: ○ Orthopaedics ○ General Surgery ○ Ophthalmic Surgery ○ Vascular Surgery • Women & Children's Services including: ○ Gynaecology ○ Obstetrics ○ Neonatal Intensive Care ○ General Paediatrics • Palliative Care • Provision of medicines information to healthcare professionals and patients. • Value for money initiatives and biosimilar cost saving projects.
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	UHW Pharmacy is also engaged with the National Hospital Medicines Management System (HMMS) and the National Cancer Information System (NCIS) implementations.
Reporting relationship	The post holder will report to the Pharmacy Executive Manager and Chief II Pharmacists (as appropriate)
Purpose of the post	The Advanced Specialist Pharmacist (ASP) will lead on delivering Pharmacotherapy including medicines optimisation and contributing to the safe, effective and cost-effective use of medicines. The ASP will have responsibility for pharmacy services to defined clinical areas providing a high level of expertise, competence and performance e.g., Pharmacotherapy, Cancer Care, Intensive Care, Cardiology, Renal, Care of the Elderly, Antimicrobial Stewardship, Medicines Information, Aseptic Compounding, Education and Training, Medication Safety, Mental Health and others. Act as a professional resource in advising other pharmacists and health care professionals in their area of expertise. Demonstrate professional leadership within their designated clinical area through effective communication with other clinical practitioners, motivation of staff and challenging barriers to change. To assist with the provision of a high-level pharmacy cancer and compounding service to the wards and departments of UHW. To deliver the provision of advanced level Pharmaceutical Care and clinical pharmacy services to the patients of University Hospital Waterford To contribute as needed and determined by the Pharmacist Executive Manager or Chief II Pharmacists to work in the dispensary, aseptic unit, clinical trials and administration of the cancer services pharmacy computer systems.
Principal duties and responsibilities	The Advanced Specialist Pharmacist practices to a high level of capability across six domains of advanced practice aligned with International Pharmaceutical Federation (FIP) Advanced Level II in the specialist area of practice. The six domains of advanced practice are defined as follows: • Expert Professional Knowledge • Working with Others • Leadership • Management • Education, Training and Development • Research and Evaluation Expert Professional Knowledge • Lead and support medicines optimisation as part of a multidisciplinary team within UHW. • Deliver a specialised level of clinical input using advanced theoretical and practical knowledge in designated clinical speciality, also demonstrating high level of knowledge in other areas so as to take relevant co-morbidities into account when making treatment decisions commensurate with the grade. • Provide specialised medication related advice. This will include individualised advice on medication dosing, drug choice, administration, drug level monitoring and dose adjustment, the use of unlicensed medicines, the use of medicines outside the

	terms of their product authorisation and advice on the safety and storage of medications. • Provide medicines information and advice to patients and work with patients in order to support adherence to prescribed treatments. • Contribute to the organisation's wider antimicrobial stewardship programme. • Contribute to pharmaceutical initiatives to ensure the optimisation of patient safety initiatives including those which help with the seamless transfer of patients between different healthcare settings. • Be cognisant of and advise appropriately of regulations (Medicinal Products, Prescription and Control of Supply and Misuse of Drugs Regulations), as applicable to cancer and aseptic services. Working with Others • Act as a professional resource within the cancer services for advising other pharmacists and other healthcare professionals in the organisation. • Liaise with all healthcare staff, patients and carers in all areas of work. • Develop good working relationships and communications with all staff in the specialty multidisciplinary team, providing a link regarding all aspects of pharmacy service and medicines optimisation. • Use available information to ensure the most appropriate and cost-effective choice of therapy. Leadership • Promote and lead in the development and delivery of best practice standards. • Provide effective clinical leadership to pharmacists assigned to the cancer service and by working with other clinical leaders. • Act as a role model to pharmacists, technicians, pharmacy students and all other members of the multidisciplinary team, working as a pharmacist expert in the area of specialty and networking with peers in other organisations. Management • Ensure the safe use of medicines by evaluating and managing risks associated with the use of medicines and by participating in the hospital's Medicines Safety reporting process. • Ensure the cost-effective use of medicines. • Contribute to formulary development and implementation. • Manage and professionally supervise other pharmacy staff assigned to the cancer service. • Lead and/ or contribute to the development and implementation of SOPs, guidelines, protocols etc. relevant to the ACU and Cancer Service. • Continually monitor the service to ensure it reflects current needs. • Optimise the potential of pharmacy resources, skills and knowledge through monitoring and evaluation, underpinned by research and professional development within their area of speciality. • Implement and manage identified changes. • Contribute to the service planning process.
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	• Actively participate in risk management issues, identify risks and take responsibility for appropriate action. • Report and manage any adverse incidents in accordance with organisational guidelines. • Under the direction of their line manager, investigate critical incidents within the cancer services and work with the multidisciplinary team to identify and implement preventative and corrective solutions in order to improve patient care. • Be aware of, contribute to, and implement agreed policies, procedures and safe professional practice by adhering to relevant legislation, regulations and standards. • Participate in individual performance review. • Maintain records according to local and statutory requirements. Education, Training and Development • Undertake continuous professional development and develop professional knowledge and competencies. • Identify own training needs and provide evidence of maintaining and updating specialist and general pharmacy knowledge. • Participate in mandatory training programme • Develop, support and assist in the training of pharmacists, pharmacy technicians and pharmacy students in their area of speciality as appropriate. • Develop and/or deliver teaching sessions for NCHDs, nurses and/ or HSCPs in relation to medication in their area of speciality. • Participate in education and training in an external environment as required by the Pharmacist Executive Manager. This may include having teaching responsibility in universities. Research and Evaluation • Lead and contribute to audit and quality improvement initiatives. • Actively promote the implementation of evidence-based practice within the area of speciality and/or organisation. • Collaborate with the multidisciplinary team to contribute to research and its application within the area of speciality and/or organisation. • Presentation of research or evaluation findings at research or professional symposium. General • Have cognisance of HIQA Standards as they apply to the role, for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards, antimicrobial stewardship, medication safety etc. and comply with associated HSE protocols for implementing and maintaining these standards. • Promote a safe working environment in accordance with Health and Safety legislation. • To support, promote and actively participate in sustainable energy, water and waste initiatives to create a more sustainable, low carbon and efficient health service. The above job specification is not intended to be a comprehensive list of all duties involved and consequently, the post holder may be required to perform other duties as appropriate to the post which may be assigned to them from time to time and to contribute to the development of the post while in office.
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Eligibility criteria Qualifications and/ or experience	1. Statutory Registration, Professional Qualifications, Experience, etc.(a) Eligible applicants will be those who on the closing date for the competition have the following: A. (i) Be a registered Pharmacist with the Pharmaceutical Society of Ireland (PSI) or be entitled to be so registered And (ii) Possess a Level 9 or higher post registration, postgraduate qualification on the National Framework of Qualifications (NFQ) maintained by Quality and Qualifications Ireland, in an area relevant to the role. Or (iii) Possess a relevant qualification at least equivalent to (ii) above And (iv) 4 years post registration hospital experience, of which at least 2 years [1] must be in the relevant specialty demonstrating the required level of specialist practice Or B. (i) Be a registered Pharmacist with the Pharmaceutical Society of Ireland (PSI) or be entitled to be so registered And (ii) Evidence of Continuing Professional Development (CPD) including relevant courses in an area relevant to the role And (iii) 5 years post registration hospital experience of which at least 3 years [2] must be in the relevant specialty demonstrating the required level of specialist practice And C. Candidates must possess the requisite clinical, leadership, managerial and administrative knowledge and ability for the proper discharge of the duties of the office. 2. Annual registration Annual Registration On appointment, Practitioners must maintain live annual registration on the Pharmacist Register maintained by Pharmaceutical Society of Ireland. 3. Health A candidate for and any person holding the office must be fully competent and capable of undertaking the duties attached to the office and be in a state of health such as would indicate a reasonable prospect of ability to render regular and efficient service. 4. Character Each candidate for and any person holding the office must be of good character. <i>[1] A minimum of 0.5 WTE must have been in the specialist area for the duration of this time.</i> <i>[2] A minimum of 0.5 WTE must have been in the specialist area for the duration of this time.</i>
Post specific requirements	Candidate must: Demonstrate a depth & breadth of experience of Pharmacotherapy throughout hospital pharmacy services, including knowledge of the

	principles and practice of treatments and associated supportive pharmacotherapy. • They must demonstrate an understanding of working within a dispensary, Aseptic Compounding Unit and/or clinical pharmacy settings.
Other requirements specific to the post	• Flexibility around working hours as some out of hours working may be required to ensure that deadlines and patient needs are met. Candidates must demonstrate flexibility and a cooperative, team-orientated approach to contributing to the work of the pharmacy service.
Additional eligibility requirements:	Citizenship requirements Eligible candidates must be: (i) EEA, Swiss, or British citizens OR (ii) Non-European Economic Area citizens with permission to reside and work in the State Read Appendix 2 of the Additional Campaign Information for further information on accepted Stamps for Non-EEA citizens resident in the State, including those with refugee status. To qualify candidates must be eligible by the closing date of the campaign. Read more about Department of Enterprise, Trade & Employment Work Permits.
Skills, competencies and/or knowledge	Professional Knowledge & Experience For example: • Demonstrate advanced specialist knowledge and understanding of clinical pharmacy practice within Pharmacotherapy, maintaining a high standard of pharmaceutical care and medicines optimisation. • Demonstrate the ability to manage highly complex clinical situations, applying advanced clinical reasoning, professional judgement, and decision-making skills. • Demonstrate the ability to lead, develop, implement, and evaluate specialist pharmacy services to improve patient care, safety, efficiency, and service quality. • Demonstrate the requisite clinical and professional knowledge of; - Hospital Pharmacy Service provision including Pharmacotherapy. - Principles of Health and Safety in relation to the management and handling of cytotoxic and other hazardous or allergenic materials. - The development and implementation treatment protocols and guidelines. - The principles and practice of Infection Prevention and Control in vulnerable patients. • Demonstrate depth and breadth of experience in the operation of electronic patient information and prescribing systems as relevant to the role. • Demonstrate knowledge and understanding of relevant legislation, including Health & Safety in the workplace. Demonstrate knowledge and understanding of protocols for drug use, storage, safe handling etc.

	• Demonstrate the ability to contribute to the training and development of others, both within the pharmacy and in the general multidisciplinary team. • Demonstrate the practice and skills to achieve the core competencies for pharmacists as identified by the pharmacy regulator, the Pharmaceutical Society of Ireland. • Demonstrates self-awareness, a commitment to continuous professional development and a willingness to both teach and learn. • Demonstrate evidence of computer skills including Microsoft Office and Outlook. <u>Planning and Managing Resources</u> For example: • Demonstrate evidence of effective organisation and management skills including awareness of resource management, health economics and healthcare evaluation • Demonstrate depth and breadth of experience of managing medicine related improvement projects that improve service delivery as relevant to the role. • Demonstrates good time management skills; prioritises own work, delegates appropriately and adjusts priorities in response to changing circumstances. • Demonstrates flexibility and adaptability in response to workforce demands. <u>Managing and Developing (Self and Others)</u> For example: • Demonstrate the ability to manage and develop self and others in a busy working environment including the ability to prioritise caseloads according to need. • Demonstrates the ability to effectively lead and manage a team, developing self and others in a busy working environment • Demonstrates the ability to work individually and in conjunction with multidisciplinary team members. • Provides clear direction for designated staff in relation to the goals of their function and how they fit in with the broader organisational strategy as appropriate. <u>Commitment to providing a Quality Service</u> For example: • Demonstrates a commitment to providing a quality service; demonstrates initiative and innovation in identifying areas for service improvement and an openness to change. • Demonstrate an awareness and appreciation of the service user, understands the needs of the service user and works to ensure the pharmacy service meets these needs. • Demonstrates the ability to empathise with and treat patients, relatives and colleagues with dignity and respect. • Demonstrate a commitment to assuring high standards and strive for a user centred service. • Demonstrate initiative and innovation in identifying areas for service improvement • Demonstrate an excellent understanding of the needs of patients and other hospital staff and work to ensure the pharmacy service meets these needs as fully as possible. <u>Evaluating Information and Judging Situations</u> For example:
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	• Demonstrate evidence of ability to critically analyse commercial and core clinical journal material on medicines • Formulates, articulates and demonstrates sound clinical reasoning. • Demonstrates the ability to evaluate and synthesise information, solve problems and make effective decisions in relation to patient care. • Adequately identify, assess, manage and monitor risk within their area of Makes decisions in a transparent manner by involving and empowering others where appropriate. • Regularly quantifies and evaluates activities against service plans and takes timely action to correct potential difficulties. <u>Communications and Interpersonal Skills</u> For example: • Demonstrate effective communication skills, including the ability to present information in a clear and concise manner (verbal and in writing). • Demonstrate strong interpersonal skills and the ability to interact with a wide variety of stakeholders. • Demonstrates influencing and negotiation skills to resolve conflicts and problems. • Listens to service users and respects their views about their health and medicines.
Campaign specific selection process Ranking/shortlisting / interview	A ranking and or shortlisting exercise may be carried out based on information supplied in your application form. The criteria for ranking and or shortlisting are based on the requirements of the post as outlined in the eligibility criteria and skills, competencies and/or knowledge section of this job specification. Therefore, it is very important that you think about your experience in light of those requirements. Failure to include information regarding these requirements may result in you not progressing to the next stage of the selection process. Those successful at the ranking stage of this process, where applied, will be placed on an order of merit and will be called to interview in 'bands' depending on the service needs of the organisation.
Diversity, equality and inclusion	The HSE is an equal opportunities employer. Employees of the HSE bring a range of skills, talents, diverse thinking and experience to the organisation. The HSE believes passionately that employing a diverse workforce is central to its success – we aim to develop the workforce of the HSE so that it reflects the diversity of HSE service users and to strengthen it through accommodating and valuing different perspectives. Ultimately this will result in improved service user and employee experience. The HSE is committed to creating a positive working environment whereby all employees inclusive of age, civil status, disability, ethnicity and race, family status, gender, membership of the Traveller community, religion and sexual orientation are respected, valued and can reach their full potential. The HSE aims to achieve this through development of an organisational culture where injustice, bias and discrimination are not tolerated. The HSE welcomes people with diverse backgrounds and offers a range of supports and resources to staff, such as those who require a reasonable accommodation at work because of a disability or long-term health condition.



	Read more about the HSE's commitment to Diversity, Equality and Inclusion
Code of practice	The Health Service Executive will run this campaign in compliance with the Code of Practice prepared by the Commission for Public Service Appointments (CPSA). The CPSA is responsible for establishing the principles to be followed when making an appointment. These are set out in the CPSA Code of Practice. The Code outlines the standards to be adhered to at each stage of the selection process and sets out the review and appeal mechanisms open to candidates should they be unhappy with a selection process. Read the CPSA Code of Practice.
The reform programme outlined for the health services may impact on this role, and as structures change the job specification may be reviewed. This job specification is a guide to the general range of duties assigned to the post holder. It is intended to be neither definitive nor restrictive and is subject to periodic review with the employee concerned.	

Advanced Specialist Pharmacist – Pharmacotherapy
Terms and conditions of employment

Tenure	The current vacancy available is temporary and whole time. The post is pensionable. A panel may be created from which permanent and specified purpose vacancies of full or part time duration may be filled. The tenure of these posts will be indicated at “expression of interest” stage. Appointment as an employee of the Health Service Executive is governed by the Health Act 2004, the Public Service Management (Recruitment and Appointments) Act 2004, and Public Service Management (Recruitment and Appointments) Amendment Act 2013.
Working week	The standard weekly working hours of attendance for your grade are 35 hours per week. Your normal weekly working hours are 35 hours. Contracted hours that are less than the standard weekly working hours for your grade will be paid pro rata to the full time equivalent. You are required to work agreed roster/on-call arrangements advised by your Reporting Manager. Your contracted hours are liable to change between the hours of 8.00am and 8.00pm over seven days to meet the requirements for extended day services in accordance with the terms of collective agreements and HSE Circulars.
Annual leave	The annual leave associated with the post will be confirmed at Contracting stage.
Superannuation	This is a pensionable position with the HSE. The successful candidate will upon appointment become a member of the appropriate pension scheme. Pension scheme membership will be notified within the contract of employment. Members of pre-existing pension schemes who transferred to the HSE on the 01st January 2005 pursuant to Section 60 of the Health Act 2004 are entitled to superannuation benefit terms under the HSE Scheme which are no less favourable to those which they were entitled to at 31st December 2004
Age	The Public Service Superannuation (Age of Retirement) Act, 2018* set 70 years as the compulsory retirement age for public servants. * Public Servants not affected by this legislation: Public servants joining the public service or re-joining the public service with a 26-week break in service, between 1 April 2004 and 31 December 2012 (new entrants) have no compulsory retirement age. Public servants, joining the public service or re-joining the public service after a 26 week break, after 1 January 2013 are members of the Single Pension Scheme and have a compulsory retirement age of 70.
Probation	Every appointment of a person who is not already a permanent officer of the Health Service Executive or of a Local Authority shall be subject to a probationary period of 12 months as stipulated in the Department of Health Circular No.10/71.
Protection of children guidance and legislation	The welfare and protection of children is the responsibility of all HSE staff. You must be aware of and understand your specific responsibilities under the Children First Act 2015, the Protections for Persons Reporting Child Abuse Act 1998 in accordance with Section 2, Children First National Guidance and other relevant child safeguarding legislation and policies. Some staff have additional responsibilities such as Line Managers, Designated Officers and Mandated Persons. In the HSE, all Mandated Persons under the Children First Act 2015 are appointed as Designated Officers under the Protections for Persons

	Reporting Child Abuse Act 1998. You should check Schedule 2 of the Children First Act 2015 to see if you are a Mandated Person, and therefore a HSE Designated Officer, and be familiar with the related roles and legal responsibilities. Visit HSE Children First for further information, guidance and resources.
Infection control	Have a working knowledge of Health Information and Quality Authority (HIQA) Standards as they apply to the role for example, Standards for Healthcare, National Standards for the Prevention and Control of Healthcare Associated Infections, Hygiene Standards etc. and comply with associated HSE protocols for implementing and maintaining these standards as appropriate to the role.
Health & safety	It is the responsibility of line managers to ensure that the management of safety, health and welfare is successfully integrated into all activities undertaken within their area of responsibility, so far as is reasonably practicable. Line managers are named and roles and responsibilities detailed in the relevant Site Specific Safety Statement (SSSS). Key responsibilities include: • Developing a SSSS for the department/service¹, as applicable, based on the identification of hazards and the assessment of risks, and reviewing/updating same on a regular basis (at least annually) and in the event of any significant change in the work activity or place of work. • Ensuring that Occupational Safety and Health (OSH) is integrated into day-to-day business, providing Systems Of Work (SOW) that are planned, organised, performed, maintained, and revised as appropriate, and ensuring that all safety related records are maintained and available for inspection. • Consulting and communicating with staff and safety representatives on OSH matters. • Ensuring a training need assessment (TNA) is undertaken for employees, facilitating their attendance at statutory OSH training, and ensuring records are maintained for each employee. • Ensuring that all incidents occurring within the relevant department/service are managed appropriately and investigated in accordance with HSE procedures². • Seeking advice from health and safety professionals through the National Health and Safety Function Helpdesk as appropriate. • Reviewing the health and safety performance of the ward/department/service and staff through, respectively, local audit and performance achievement meetings for example. Note: Detailed roles and responsibilities of Line Managers are outlined in local SSSS.

¹A template SSSS and guidelines are available on [writing your site or service safety statement](#).

²Structures and processes for effective [incident management](#) and review of incidents.