JOB DESCRIPTION

Clinical Pharmacist

ROLE TITLE	Clinical Pharmacist
SECTION/DIVISION:	Student Health Services, Student Services
REPORTS TO:	Clinical Group Leader – Doctors
DIRECT REPORTS (FTE):	Nil
INDIRECT REPORTS (FTE):	Nil
PRIMARY PURPOSE OF THE ROLE:	Provide expert medicines management and clinical pharmacy services within Student Health Services, supporting safe, effective, and equitable healthcare for tauira (students). The role focuses on optimising pharmacotherapy, improving health outcomes, and contributing to a multidisciplinary model of care through clinical support for staff to achieve optimal medication-related health outcomes.
ACCOUNTABILITIES:	**Clinical Pharmacy Services** • Conduct comprehensive medication reviews for students, including polypharmacy and complex cases. • Provide evidence-based recommendations to prescribers to optimise therapeutic outcomes. • Identify, prevent, and resolve medication-related issues (e.g. interactions, adherence challenges, and alternate regimens). • Support prescribing decisions in areas such as mental health, sexual health, and long-term conditions. **Medicines Optimisation and Safety** • Promote safe prescribing and dispensing practices within Student Health. • Monitor high-risk medications and support quality use of medicines initiatives. • Contribute to incident review, audits, and continuous improvement related to medication safety. **Student-Focused Care** • Provide one-on-one consultations to support medication understanding and adherence. • Deliver culturally safe care aligned with Te Tiriti o Waitangi and hauora Māori principles. • Tailor communication to meet the diverse needs of students, including international and vulnerable populations. **Multidisciplinary Collaboration** • Work closely with GPs, nurses, mental health clinicians, and administrative staff in a shared care model. • Participate in case discussions, care planning, and MDT meetings. • Build effective relationships with external providers (e.g. community pharmacies, hospital services). **Education and Health Promotion** • Provide education to clinical staff on medicines management and prescribing updates. • Contribute to student health promotion initiatives (e.g. safe medication use, harm reduction). • Support training of postgraduate training doctors and staff where appropriate.

	Service Development • Assist in developing clinical pharmacy services within Student Health. • Contribute to policy, guideline development, and quality improvement initiatives. • Support data collection, reporting, and audits related to pharmacy services.
KEY RELATIONSHIPS:	Internal Head of Student Health Services GPs, nurses, mental health clinicians, and administrative staff Student Health Services team Students External Community pharmacies Hospital services Health New Zealand Relevant professional bodies
QUALIFICATIONS AND EXPERIENCE:	Essential Bachelor of Pharmacy (or equivalent) and registration with the Pharmacy Council of New Zealand. Current Annual Practising Certificate. Experience in primary care, general practice, or student health (highly desirable). Preferred Postgraduate qualification in clinical pharmacy. Prescribing qualification (or working toward) is advantageous.
TECHNICAL SKILLS AND KNOWLEDGE:	Essential Strong clinical judgement and evidence-based decision-making. Excellent communication and interpersonal skills. Ability to work collaboratively in a multidisciplinary environment. Commitment to equity, cultural safety, and student wellbeing. Organised, proactive, and able to work autonomously.
SPECIAL REQUIREMENTS:	Ability to work in an environment where exposure to infectious diseases may occur. Staff must comply with the Public Records Act 2005 and the Privacy Act 2020 and are expected to complete training to understand and meet these requirements.
DIRECT BUDGET ACCOUNTABILITY:	Nil
MĀORI STRATEGIC FRAMEWORK:	Act in a manner consistent with the principles and implications, as well as the University's commitment to the Treaty as articulated in the Māori Strategic Framework.
PACIFIC STRATEGIC FRAMEWORK:	Act in a manner consistent with the strategies and goals contained in the University's Pacific Strategic Framework, role-modelling and promoting Pacific values, equity and diversity principles and cultural safety practices.
HEALTH AND SAFETY:	Act and work in a manner compliant with current health and safety at work legislation and University procedures, frameworks, and guidelines. Role model safe behaviour and practices, share the responsibility to prevent harm and contribute to a safe campus and work environment, including raising workplace health and safety concerns for self, students, visitors, and other staff.
SUSTAINABILITY:	Act in a manner consistent with the University's sustainability commitments; role-modelling sustainable practices, with a particular emphasis on minimising the environmental impact of day-to-day activities.
EQUITY AND DIVERSITY:	Act in a manner consistent with the University's commitment to anti-racism and the co-creation of accessible, safe, respectful, and welcoming environments where all students and staff are supported to achieve their full potential.

CAPABILITY FRAMEWORK:

Capability Group	Capability Name	Level
ENGAGE	Communicate Effectively	Adept
	Commit to Customer Service	Adept
	Work Collaboratively	Adept
	Influence and Negotiate	Intermediate
ENABLE	Deliver Results	Intermediate
	Plan and Prioritise	Intermediate
	Think and Solve Problems	Intermediate
	Demonstrate Accountability	Intermediate
PERSONAL ATTRIBUTES	Display Resilience and Courage	Adept
	Act with Integrity	Adept
	Manage Self	Intermediate
	Value Diversity	Adept
LANGUAGE AND CULTURE	Te Reo	Intermediate
	Tikanga Māori	Intermediate

CAPABILITY FRAMEWORK DESCRIPTORS

Clinical Pharmacist

ENGAGE

Communicate Effectively	Commit to Customer Service	Work Collaboratively	Influence and Negotiate
Communicate clearly, actively listen to others, and respond with respect	*Provide customer centric services in-line with the University's and organisational objectives*	*Collaborate with others and value their contribution*	*Gain consensus and commitment from others and resolve issues and conflicts*
ADEPT	ADEPT	ADEPT	INTERMEDIATE
Tailor communication to the audience Clearly explain complex concepts and arguments to individuals and groups Actively listen to others and clarify own understanding. Create opportunities for others to be heard Write fluently in a range of styles and formats. Prepare written material that is well structured and easy to follow by the intended audience	Take responsibility for delivering high quality customer-focused services Understand customer perspectives and ensure responsiveness to their needs Identify customer service needs and implement solutions Find opportunities to connect and co-operate with internal and external parties to improve outcomes for customers Maintain good relationships with key customers in area of expertise	Encourage a culture of recognising the value of collaboration Build co-operation and overcome barriers to information sharing and communication across teams and work units Share lessons learned across teams and work units Identify opportunities to work collaboratively with other areas to solve issues and develop better processes and approaches to work	Utilise facts, knowledge and experience to support recommendations Work towards positive and mutually satisfactory outcomes Identify and resolve issues in discussion with other staff and stakeholders Identify others' concerns and expectations Keep discussion focused on the key issues

ENABLE

Deliver Results	Plan and Prioritise	Think and Solve Problems	Demonstrate Accountability
Achieve results through efficient use of resources and a commitment to quality outcomes	*Plan to achieve priority outcomes and respond flexibly to changing circumstances*	*Think, analyse and consider the broader context to develop practical solutions*	*Be responsible for own actions, adhere to legislation and policy and proactively address risk*
INTERMEDIATE	INTERMEDIATE	INTERMEDIATE	INTERMEDIATE
Complete work tasks to agreed budgets, timeframes and standards Take the initiative to progress and deliver own and team/work unit activities Contribute to allocation of responsibilities and resources to ensure achievement of team/work unit goals Seek and apply specialist advice when required	Understand the team/work unit objectives and align operational activities accordingly Initiate and develop goals and team plans and use feedback to inform future planning Respond proactively and with initiative to changing circumstances and adjust plans and schedules when necessary Ensure current work plans and activities are consistent with organisational change initiatives	Research and analyse information and make relevant evidence based recommendations Identify issues that may hinder completion of tasks and find appropriate solutions Be willing to seek out input from others and share own ideas to achieve best outcomes Identify ways to improve systems or processes which are used by the team/work unit	Take responsibility for own actions and be accountable for the outcomes of others Understand delegations and act within authority levels Be alert to risks that might impact the completion of an activity and escalate these when identified Use financial and other resources responsibly

PERSONAL ATTRIBUTES

Display Resilience and Courage	Act with Integrity	Manage Self	Value Diversity
Be open and honest, prepared to express your views, and willing to accept and commit to change	*Be ethical and professional and act in keeping with the University's values*	*Show drive and motivation, a measured approach, and a commitment to learning*	*Show respect for diverse backgrounds, experience, and perspectives*
ADEPT	ADEPT	INTERMEDIATE	ADEPT
Be flexible, show initiative and respond quickly when situations change Give constructive and honest feedback and advice using appropriate manner and tone Listen when ideas are challenged, seek to understand the nature of the challenge and respond constructively Raise and work through challenging issues and seek alternatives Keep control of own emotions and stay calm under pressure and in challenging situations	Represent the organisation in an honest, ethical and professional way and support a culture of integrity and professionalism within the team/work unit Set an example for others to follow and identify and explain ethical issues pertaining to work activity. Ensure others clearly understand the legislation and policy framework within which they operate Act to prevent and report misconduct and inappropriate behaviour	Be willing to develop and apply new skills and adapt existing skills to new situations Show commitment to achieving work goals effectively Show awareness of own strengths and areas for growth and seek and respond positively to constructive feedback and guidance Demonstrate a motivated attitude to work activities and maintain own motivation when tasks become difficult	Seek to promote the value of diversity for the organisation Recognise and adapt to individual differences and working styles Support initiatives that create an environment in which diversity is valued

LANGUAGE AND CULTURE

Te Reo	Tikanga Māori
Develop understanding and use of te reo Māori (Māori language)	*Create knowledge and use of tikanga Māori (Māori cultural practices) in the workplace*
INTERMEDIATE	INTERMEDIATE
Demonstrate use of te reo Māori words and phrases in appropriate work place settings Has prepared and can communicate accurately own mihi if required in the work place context Take part in opportunities to practice and extend own language capability	Understand the University's Māori Strategic Framework and incorporate its principles appropriately in work place activities Demonstrate an appropriate workplace understanding and awareness of tikanga Māori Has knowledge of the Articles and Principles of Te Tiriti o Waitangi Take part in opportunities to extend own understanding and awareness of tikanga Māori and Te Tiriti o Waitangi