



Dilkon Medical Center

Job Vacancy Announcement #DDH-23-31

Closing Date: Open until filled

POSITION TITLE: Clinical Pharmacist

DEPARTMENT: Pharmacy

Position Summary:

Under general supervision of the Chief Pharmacist, the Clinical Pharmacist is responsible and accountable for providing safe, effective, and prompt direct patient-centered pharmaceutical care in the pharmacy program within DMC. Serves as the primary resource of pharmaceutical information to providers, nursing staff, and other members of medical team, internal and external. Participate in all aspects of pharmaceutical services and medication use within DMC. Provide pharmaceutical care for selected patients with acute and chronic disease states. Thoroughly review patient medical chart to ensure they receive safe and effective drug therapy. Provide clinical interventions to mitigate medication adverse reactions and errors. Upholds the principles of WIHCC's Vision, Mission, and Value Statements. Maintains confidentiality of all privileged information at all times.

This list of duties and responsibilities is illustrative only of the tasks performed by this position and is not all-inclusive.

Essential Duties & Responsibilities:

- Maintains regular attendance and punctuality.
- Takes the appropriate health history, follows the developed treatment plan and monitors the patient's outcome. Makes recommendations and adjustments to the prescribed treatment plan based on the patient's response
- Takes appropriate patient history and performs limited physical assessment related to the specialized pharmacy clinics. Discriminates between normal and abnormal findings to recognize early stages of serious physical, emotional or mental problems.
- Documents all clinical activities, updates medication lists and documents all allergies and adverse drug reactions in the medical record.
- Orders and interprets laboratory tests. Identify abnormal results that may have a significant effect on drug therapy.
- Initiate clinical interventions for abnormal lab results, contraindications, allergies, drug-drug interactions, dose adjustments, etc. and make appropriate, evidence-based recommendations.
- Participate in emergency responses. Management of medication calculation, administration, interactions, concentrations, contraindications, and any other drug related
- Refers to appropriate services as needed via consultations. May provide appropriate treatment plan as described by consultant.
- Medications may be monitored, titrated and/or altered per Pharmacy clinic protocol or collaborative agreement.
- Provides pharmaceutical services to focus on therapeutic drug monitoring. Analyzes medication regimens to ensure the most effective, least toxic, and most economical treatment plan.
- Interviews and evaluates patients to ascertain significant past medical history and medication history.
- Evaluates medication regimens for appropriateness, drug interactions, therapeutic duplications, non-compliance and adverse drug events.
- Serves as pharmacology information consultant to a multidisciplinary healthcare team.
- Receives, fills, and dispenses accurately prepared medications prescription orders of physician, optometrist, physician assistant, family nurse practitioner, and dentist.
- Educates patients on the use, storage, cautions and side effects of all medications dispensed and documenting of all services provided.
- Cancels prescriptions if the patient is no longer using the medication, the medication is being replaced by another, or if the medication is adding no therapeutic benefit.
- Initiates prescriptions for approved formulary agents, medical supplies as documented in clinic guidelines.
- Renews prescriptions up to thirty days if they have expired or were previously canceled in error; may change doses on existing medications.
- Provides formal and informal education and in-services to medical staff, pharmacy, and nursing staff as requested.
- Provides training for pharmacy residents, pharmacy students and medical students.
- Prepares formal lectures for the professional students training within the Service Unit.
- Provides education to patients and their families about medications, common disease states and information on health promotion.

- Works with physicians and other providers to develop protocols for medical and administrative research related to pharmacy.
- Directs and/or participates in the preparation of articles for publication.
- Collaborates with other health professionals to develop treatment protocols, standards of practice and policies. Participates in ongoing quality assurance and performance improvement activities including audits, chart reviews, development of review criteria.
- Requires completion of tasks or duties assigned by a supervisor.
- Upholds all principles of confidentiality and patient care to the fullest extent.
- Adheres to all professional and ethical behavior standards of the healthcare industry.
- Adheres to WIHCCs Personnel Policies and Procedures, departmental policies, rules, and regulations.
- Interacts in an honest, trustworthy and dependable manner with patients, employees, visitors, and vendors.
- Possesses cultural awareness and sensitivity.
- Maintains compliance with all Human Resources requirements.
- Performs other duties as assigned.

Minimum Qualifications:

A Doctor of Pharmacy degree (PharmD) is required. Must be a graduate of an accredited school of Pharmacy and Licensed by a State Board of Pharmacy. At least one year of clinical pharmacy practice experience. Specialty board certification or completion of an ambulatory or hospital residency and National Certification in one chronic disease state are preferred. A BLS Certification must be obtained within three months of hire. An ACLS Certification must be obtained within one year of hire. Bilingual skills in English and Navajo language preferred. Must maintain a valid unrestricted and insurable driver's license. Must successfully pass a background investigation and maintain suitable requirements for a Child Care position. This position is considered as a Child Care position, which requires a satisfactory background check investigation and is subject to the requirements of the Indian Child Protection and Family Violence Prevention Act, as amended (henceforth referred as the ICPFVP Act).

Knowledge, Skills, Ability:

- Knowledge of the theories, principles, practices and techniques of clinical and pharmacy operations to provide direct patient services.
- Knowledge of the physical and chemical properties and characteristics of substances, therapeutic action of drugs and principles of chemical, biological, pharmacological and biopharmaceutical science.
- Knowledge in planning, monitoring, and evaluating drug therapy in a clinical setting.
- Knowledge of the diagnostic, preventative and therapeutic approaches related to the various chronic disease states which specialized pharmacy clinics are created.
- Knowledge of appropriate resource and reference material and their use.
- Knowledge of strong work ethics in the workplace.
- Knowledge of basic application of confidentiality.
- Knowledge of basic computer skills, e.g. Outlook, Word, Excel, PowerPoint.
- Knowledge of WIHCC policies and procedures.
- Ability to communicate with patients regarding the disease state, desired outcomes, laboratory tests, proper administration, use, actions, precautions and storage of their medications.
- Ability to communicate with other health providers in regards to the total treatment of the patient.
- Ability to identify and develop educational activities related to patient care for all health professionals and students.
- Ability to collect, organize, record and communicate in a meaningful way, relevant primary health assessments, medical history and physical findings and selective laboratory tests to function as independent practitioner.
- Ability to be dependable in attendance and job performance.
- Ability to meet attendance, overtime (if necessary), and other reliability requirements of the job.
- Ability to accept and learn from feedback.
- Ability to communicate effectively both verbally and in writing.
- Ability to provide exemplary customer service at all times.
- Ability to interact positively with others and possess great interpersonal skills.
- Ability to multitask and perform well under pressure.
- Ability to have self-confidence.
- Ability to be a great team player.
- Ability to accept and learn from supervisor/peer critique.
- Ability to be flexible and adaptable to the changing needs of the organization.

Physical Demands:

While performing the duties of this job, the employee regularly is required to stand; walk; sit; use hands to finger, handle, or feel; reach with hands and arms; and talk or hear. The employee frequently is required to climb or balance; and stoop, kneel, crouch, or crawl. The employee frequently is required to taste or smell. The employee must occasionally lift and/or move up to 25 pounds.

Work Environment:

Work is performed in an office setting or outdoor work environment with a moderate noise level. Work environment may involve exposure to physical risks, such as blood borne pathogens and operating dangerous equipment or working with chemicals. Evening and/or weekend work may be required. Extended hours and irregular shifts may be required. Opportunity for overnight shifts, and telework.

As required by P.L. 93-638, absolute preference will be given to qualified Navajo applicants. If there is no qualified Navajo applicant, preference will be given to qualified American Indian applicants.