

JOB ANNOUNCEMENT

POSITION: Chief Pharmacist/Pharmacist

PROGRAM: Pharmacy

SUPERVISOR: Clinical Director

SALARY: Grade 39 Step 1- \$91,890.00 annually (requirements 2-year commitment)

SPECIAL: Student Loan Repayment May apply

MOVING COSTS: Up to \$2,000 will be reimbursed

BUDGET LINE ITEM: 3000-050-6000

LOCATION: Owyhee Community Health Facility

OPENS: June 5, 2008

Open Until Filled

SPECIFICATIONS: All applications must be fully completed. Any incomplete, undated or unsigned applications will not be processed (Do not refer to the resume in lieu of making required comments on the application) Please attach all required and any optional supporting documents (i.e. Letters of Recommendation, Certificates of Completion, etc.) **Failure to attach required documents will disqualify you from consideration for this position.** Employment Applications are available at the Human Resource Department. Any questions regarding this position are to be directed to the Human Resource Department at the above listed telephone number.

Preference for filling vacancies will be given to qualified Indian Applicants in accordance with the Indian Preference Act (Title 25 U.S. Code, Section 472 and 473). However, the Shoshone-Paiute Tribes is an equal opportunity employer and all qualified applicants will be considered in accordance with the provisions of Section 703 (l) of the Title VII of the Civil Rights Act of 1964, as amended.

The Shoshone-Paiute Tribes application form for employment must be received by the Human Resources Office by 5:00 PM of the closing date of this job announcement.

All Interview notifications will be made by certified mail. It is your responsibility to notify HR if your mailing address and/or phone number changes.

In accordance with Shoshone-Paiute Tribes' Resolution No. 00-SPR-31, all new employees are required to pass a pre-employment drug/alcohol test.

THE SHOSHONE-PAIUTE TRIBES RESERVES THE RIGHT TO CONDUCT BACKGROUND CHECKS ON ALL NEW EMPLOYEES.

SPECIAL CONSIDERATIONS:

Because of the sensitive and trusted nature of this position, the Pharmacist is subject to initial, for cause, and suspicion less (random) drug/alcohol testing, a thorough background check, and must meet requirements to be bonded. This individual works in patient situations requiring mental alertness and in the course of their employment, regularly comes into contact with children and seniors. This person may operate Tribal vehicles and/or equipment in the course of their employment

SUMMARY OF FUNCTIONS:

The Pharmacist provides for a pharmacy atmosphere conducive to accurate drug therapy services contributing to the quality of the Owyhee Community Health Facility's (OCHF) patient care programs. The purpose of the Pharmacist is to organize and maintain the pharmacy in such a manner as to provide for an effective and efficient workplace while maintaining compliance with AAACH and IHS standards, within available resources.

NATURE & SCOPE:

Environment: The Owyhee Community Health Facility is an outpatient pharmacy serving the need of the residents of the Duck Valley Reservation, including both the Native American and Non-Native American people. Age groups of patients range from prenatal to geriatric.

ESSENTIAL FUNCTIONS:

The Pharmacist is responsible for the overall operation and effectiveness of the Department of Pharmacy, reporting to the Owyhee Community Health Facility's Clinical Director.

1. Exercises overall professional and administrative responsibility for providing pharmaceutical services to the Indian beneficiaries of the Owyhee Community Health Facility. These services are to assure good patient outcomes involving the use of pharmaceutical which include decreases in: (1) the number of drugs prescribed; (2) inappropriately prescribed medications; (3) treatment failure; and (4) frequency and severity of adverse reactions to prescribed medications.
2. Develops pharmacy policies and procedures. Plans and implements a scope of pharmacy services consistent with the needs of the Owyhee Community Health Facility and within available resources. These functions include systems and activities related to work schedules, records control, acquisition, storage, distribution, and maintenance of drugs stocks and equipment. Prepares cost and budget estimates as well as annual program plan.
3. Serves as authority on drug use for the Owyhee Community Health Facility, which involves consultative and advisory tasks to committees and the medical staff, and the coordination of services and efforts with other departments and professionals that are involved in direct patient care or support of those activities.
4. Assures pharmaceutical services are of sufficient quality to meet the standards set forth by AAACH, IHS, and other national standard setting bodies.
5. Maintains stock control records, narcotic records, and inventories as necessary to satisfy legal and administrative requirements. Such records as needed to be used in the determination of future drug needs and expenditures. Oversees inspection of drugs storage in wards, clinics, and storerooms for adequacy, overstocking, arrangements, storage proper rotation of stock, and evidence of deterioration.

6. Assures rational drug therapy by providing drug information, educating health professionals, maintaining an appropriate drug formulary, as well as Pharmacy and Therapeutics functions.
7. Prior to processing prescriptions orders, review all drug orders written in the patient's chart to assure the appropriateness of prescribed drug therapy, resolving any discrepancies with the prescribe prior to dispensing. This review will include: verification of the prescription as a complete, valid legal order; checking for appropriateness of drug prescribed versus the diagnosis, dose and dosage form, and quantity of medication; drug sensitivities; drug interactions; pathological concerns what would necessitate an alteration of dosage or choice of agent; and assess whether current problem/diagnosis is not potentially drug induced or drug related.
8. In addition to concurrent screening of inpatient and outpatient orders, conducts a similar but prospective review of prescribed therapy given to beneficiaries when cared for under "Contract Health Services".
9. Through dispensing, distribution, and preparation, the incumbent will assure that pharmaceutical products are available and accessible, when and where needed that conform to standards of quality for potency, purity, and efficacy at the time that they are administered or used by the patients.
10. Promotes compliance with prescribed drug regimens and appropriate use of medication by the patient in the home through (1) group or community patient education programs and (2) individual patient education consultation (using private consultation room for outpatient whenever possible). This patient consultation includes: identification of the patient, name, and purpose of the medication, dosage schedule, ancillary instructions, duration of therapy, expected outcomes, precautions, and possible side effects; identification/verification of potential barriers to compliance (with subsequent modification of therapy if required); verifying the recipient of other aspects of care plan, to include appropriate follow-up appointment and the patient's understanding of disease state and appropriate use of prescribed therapy.
11. Using established standards of care provides pharmaceutical counseling to patients with stable chronic conditions who require medication refills and to patients with acute self-limiting illnesses as determined by the Owyhee Community Health Facility Policy and needs.
12. Serves on the Pain Management Committee.
13. Uses the RPMS pharmacy software package to report workload data and monitor all pharmacy functions. Serves as our resident expert on the RPMS pharmacy package.
14. Performs other related duties as assigned by immediate supervisor

LATITUDE:

The Pharmacist is a Section Manager/Supervisor position and as such receive clinical direction and supervision from the Clinical Director. Incumbent will function under broad professional standards and guidelines in carrying out responsibilities. Receives technical assistance from the Chief Area Pharmacy Branch, and Phoenix Area IHS. Routinely exercises independent clinical and professional judgment involving patient care and professional services, and must be above average levels of tact, initiative, and professional conduct in dealing with patients, other members of the Health Care Team and Tribal Government.

CHALLENGES:

The major challenge for this position is providing accurate and efficient pharmaceutical services to the Owyhee Community Health Facility, which will include, but not limited to: pharmacy services, managerial reports, and effective working relationship with medical and nursing staffs.

CONTACTS:

The incumbent has regular contact with healthcare providers as well as ancillary professionals. The incumbent also has contact with patients regarding medication counseling and instructions.

MINIMUM QUALIFICATIONS/KNOWLEDGE, SKILLS, AND ABILITIES:

1. Graduate of an accredited college or university with a Pharmacy Degree in Pharmacy (proof of degree must accompany Employment Application) preferred, and must maintain licensure in the United States or it's territories. Graduating students, earning a Pharmacy Degree will be considered. Proof of student studies should accompany the application and proof of graduation must be submitted when degree is awarded. A Masters Degree in Pharmacy with 3 years experience at the director level will be considered. A copy of Federal DEA License is required.
2. Minimum of two years experience in a hospital setting is preferred.
3. Must have good communication skills and have the ability to work accurately under stressful situations.
4. Must be able to work for long periods of time while standing.
5. Computer proficiency and knowledge are necessary for this position.
6. Must have thorough knowledge of drugs and their actions.

OSHA CLASSIFICATION:

This position's OSHA classification is defined as a Category III: Tasks that do not involve exposure to blood, body fluids, or tissues.

The normal work routing does not involve exposure to blood, body fluids, or tissues. People who perform these duties are not called upon as part of their employment to perform or assist in emergency medical care or first aid or to be potentially exposed in some other way.