

HR191	<b>POSITION DESCRIPTION</b>	 <b>UNIVERSITY OF CAPE TOWN</b> IYUNIVESITHI YASEKAPA • UNIVERSITEIT VAN KAAPSTAD
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**NOTES**

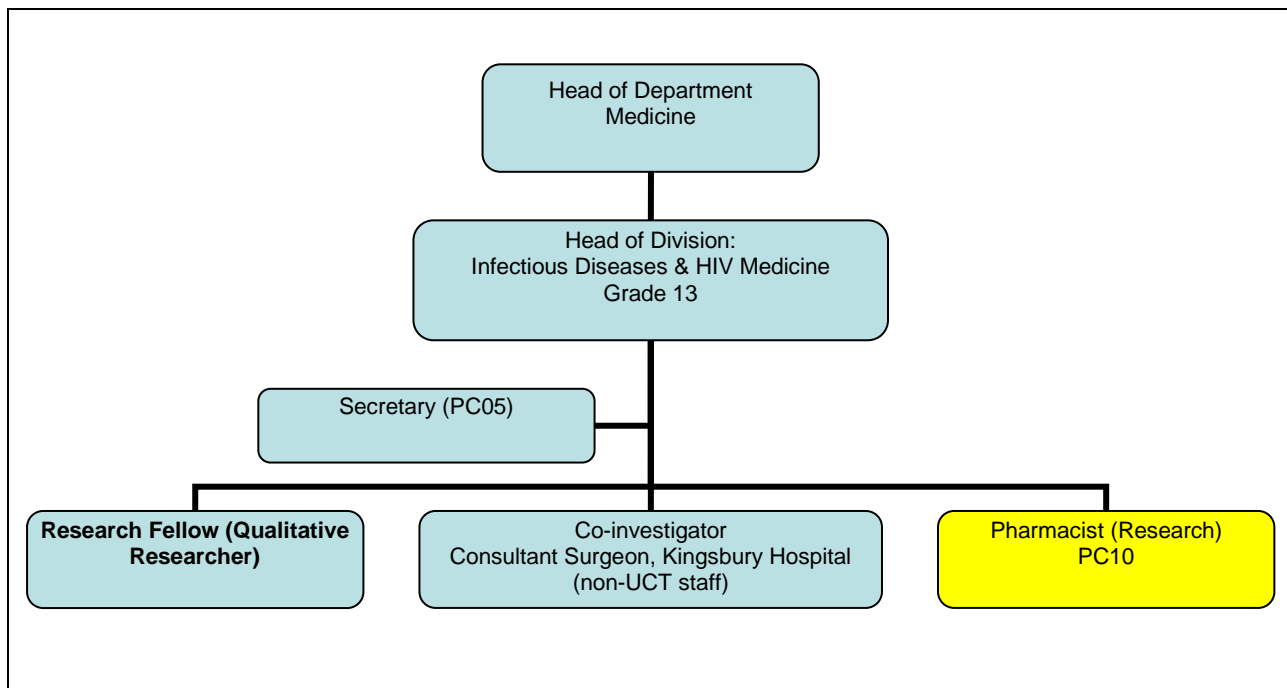
- Forms must be downloaded from the UCT website: <http://forms.uct.ac.za/forms.htm>
- This form serves as a template for the writing of position descriptions.
- A copy of this form is kept by the line manager and the position holder.

**POSITION DETAILS**

Position title	Pharmacist (Research)		
Job title (HR Practitioner to provide)			
Position grade (if known)	PC10	Date last graded (if known)	
Academic faculty / PASS department	Faculty of Health Sciences		
Academic department / PASS unit	Department of Medicine		
Division / section	Division of Infectious Diseases & HIV Medicine		
Date of compilation	4 <sup>th</sup> December 2018; updated 18 December 2018		

**ORGANOGRAM**

(Adjust as necessary. Include line manager, line manager's manager, all subordinates and colleagues. Include position grades)



## PURPOSE

The University of Cape Town, in collaboration with Imperial College London, UK, has been awarded a grant from a UK funder, the Economic and Social Research Council (ESRC), on 'Optimising antibiotic use along surgical pathways: addressing antimicrobial resistance and improving clinical outcomes'. The grant title is Antimicrobial Stewardship Programmes in Surgical Pathways – Investigating, Re-designing and Evaluating Systems (ASPIRES). This study will look at surgical pathways in South Africa, India, Rwanda and the UK to provide variation sampling along the axes of antimicrobial resistance (AMR) burden, strong regulation and guidelines, informal markets, political buy-in and opportunities for innovation. The potential for impact and bi-directional learning is significant.

The project is organised as follows:

1. Investigating the macro level economic, regulatory and policy drivers and constraints which result in prioritisation, competition or integration of Infection Control (IC) and Antimicrobial Stewardship (AS) at each point in the care pathway at the organisational level. (WP1)
2. Characterising cultural norms, established hierarchies, team roles and methods of communication around AS and IC, which operate within specific surgical/healthcare environments (WP 1&2).
3. An assessment of patient-provider co-production models which may be supported by the outer and inner contexts investigated through objectives 1 and 2. (WP 1, 3, 5)
4. Development of theory based innovative solutions (WP 3).
5. Evaluating the operational and cost effectiveness of existing and new interventions using a systems thinking modelling approach (WP 2, 3 & 4).

This post will contribute across the whole project and will require clinical pharmacy experience. Research skills are desirable. The successful applicant will play a key role in this grant at the University of Cape Town, GSH and Victoria Hospitals. The post-holder will work alongside Professor Marc Mendelson, Dr Mark Hampton, and AS teams and play a pivotal role in driving this project forward ensuring local application of the research findings.

Specifically, the aims of the role are as follows:

- To support the ASPIRES project research team in data collection using both qualitative and quantitative methods across the work packages
- The post holder will be a strong patient advocate, ensuring that the care of patients reflects best clinical standards and that all patients are treated with dignity and respect
- To take responsibility for own evidence-based practice and implement and add to the body of knowledge that supports clinical pharmacy practice within the AS team.

**CONTENT**

Key performance areas		% of time spent	Inputs (Responsibilities / activities / processes/ methods used)	Outputs (Expected results)
1	Leadership	5%	<p>To support the objectives and research specification in the grant across the partners, the identified tasks of this post-holder will be:</p> <ul style="list-style-type: none"> <li>To work with other academic and clinical staff on the project and other collaborators as appropriate to plan, organise and carry out research across the work packages</li> <li>To work collaboratively with local pharmacy, medical/surgical staff, the multidisciplinary AS team and hospital management to ensure implementation of agreed research across WPs and to deliver the identified objectives</li> <li>To support the research team in achieving project milestones</li> <li>To participate in relevant WP meetings</li> </ul>	To support the qualitative researcher in mentoring and sharing knowledge on clinical aspects of the research
2	Research roles and responsibilities	85%	<ul style="list-style-type: none"> <li>To assist in conducting qualitative studies including: ethnography, face-to-face interviews, documentary analysis</li> <li>To recruit and consent study participants (including healthcare professionals and management staff, and patients and carers)</li> <li>To conduct ethnographic observational studies with surgical teams, &amp; the hospital AS team</li> <li>To manage and undertake qualitative and ethnographic research involving direct observation of practice along the entire surgical pathway and interviews with stakeholders involved in the pathway, ensuring proper compliance with ethics, data protection and protocol requirements</li> <li>To update WP leads regularly on progress made and problems encountered</li> <li>To work closely with the qualitative researcher to conduct primary analysis of the data before sending it for in depth analysis by the WP leads</li> <li>To work with the WP leads in the analysis of the data</li> <li>To work with the WP2 Leads (based at UK Research Institutes) to manage the activities and outputs of this WP which will be international in nature</li> <li>To collect and record information on antibiotic use in surgical pathway, ensuring proper compliance with ethics, data protection and protocol requirements</li> <li>To participate in any public and patient engagement activities required</li> <li>To manage and undertake fieldwork, focusing primarily on shadowing staff with different roles in infection control and AS related to the management of surgical patients, including nurses, surgeons, pharmacists, infection control practitioners.</li> <li></li> </ul>	<ul style="list-style-type: none"> <li>To carry out documentary analysis of relevant available documents local policies and guidelines together with the data from observations, and face-to-face interviews to help triangulate the findings and provide validation of the findings</li> <li>Disseminate findings from the project, in collaboration with project partners, through writing papers for publication in peer reviewed journals and presenting work at conferences</li> <li>Produce other written outputs including policy guidance, reports and briefs</li> <li>Submit and present work at local, national and international meetings and contribute to academic papers</li> <li>Assist with writing applications for ethical approval, both in South Africa and internationally, as necessary.</li> <li>Participate in the ethical review application process for the study and ensure compliance with research integrity and ethical guidelines at all times</li> </ul>
3	Education and Training	5%	<ul style="list-style-type: none"> <li>To be aware of and support the aims of the hospital's AS and infection control plan</li> <li>To participate in any local mandatory education and training programmes</li> </ul>	To adhere to AS and infection control practices when in clinical areas and support and mentor new staff, e.g qualitative researcher in doing the same
4	Administration	5%	<ul style="list-style-type: none"> <li>To be responsible for ensuring that data is accurate, up-to-date and complete</li> <li>To undertake appropriate administration tasks</li> <li>To attend relevant meetings</li> </ul>	Attend all project meetings and teleconferences and manage study data according to the data governance requirements



## MINIMUM REQUIREMENTS

Minimum qualifications	<p><b>Essential:</b></p> <ul style="list-style-type: none"> <li>BPharm</li> <li>Registration with the South African Pharmacy Council (SAPC)</li> </ul> <p><b>Advantageous:</b></p> <ul style="list-style-type: none"> <li>Masters or Equivalent in Pharmacy</li> <li>Knowledge of Good Clinical Practice (GCP)</li> <li>Teaching or collaborative research experience</li> <li>Clinical Knowledge of Antibiotic Stewardship</li> <li>Demonstrable use of clinical audit to improve practice</li> <li>Fluency in Afrikaans and/or IsiXhosa</li> </ul>			
Minimum experience (type and years)	<ul style="list-style-type: none"> <li>2 years general pharmacy experience, post-community service</li> <li>1-2 years' experience in research</li> </ul>			
Skills	<ul style="list-style-type: none"> <li>Strong analytical skills and experience of applying them preferably in both a clinical (patient/drug dosage information) and in a research (qualitative and quantitative data) environment</li> <li>Ability to influence senior pharmacy and medical staff, the multidisciplinary team and management</li> <li>Previous experience in conducting social science research</li> <li>Capable of participating in and guiding a multi-disciplinary team outside a formal line management structure and influencing the behaviours of multi-professional staff in an international context</li> <li>Quantitative surveillance and research</li> <li>Good ability to organise and prioritise work</li> <li>Good clinical practice knowledge of infection management (advantageous)</li> <li>Planning and organisational skills including the ability to balance competing demands</li> <li>A good understanding of national and local priorities, both in South Africa and in the partner countries</li> <li>Good ability to use computer systems including Excel and Word</li> <li>Able to work both alone and in a team</li> <li>Ability to identify and manage risks</li> <li>Demonstrates awareness of and commitment to the Clinical Governance agenda</li> <li>Ability to interpret highly complex data and present information to influence decision makers, both in South Africa and overseas</li> </ul>			
Knowledge	Knowledge of clinical pharmacy and infection management			
Professional registration or license requirements	Registered to practice as a clinical pharmacist in South Africa			
Other requirements (If the position requires the handling of cash or finances, other requirements must include 'Honesty to handle cash or finances'.)	<ul style="list-style-type: none"> <li>Honesty to handle cash</li> <li>Excellent verbal and written communication skills including the ability to communicate effectively with people at all levels - from students to senior managers and academic staff, and to those from other countries</li> <li>Excellent verbal and written knowledge of English</li> <li>The ability to communicate empathetically towards patients</li> </ul>			
Competencies (Refer to <a href="#">UCT Competency Framework</a> )	Competence	Level	Competence	Level
	Analytical thinking	2	Adaptability/Flexibility	2
	Problem solving	2	Conceptual thinking	2
	Building interpersonal relationships and support Communication	2	Continuous learning	1
	Facilitating change	2	Decision-making/Judgement	1
	Information management	2	Initiating action	1

## SCOPE OF RESPONSIBILITY

Functions responsible for	<ul style="list-style-type: none"> <li>• Be proactive in the collection, analysis and dissemination of relevant qualitative and quantitative data as part of the ASPIRES research objectives</li> <li>• Work closely with the qualitative researcher under management of Prof Mendelson, and the rest of the international research team, to meet the objectives of the research</li> <li>• Maintain a research database which may include qualitative and quantitative data and information on interventions performed by the research team</li> <li>• Liaise regularly with relevant managers and administrators to communicate research objectives and findings.</li> </ul>
Amount and kind of supervision received	Supervised by UCT PI – Prof Marc Mendelson. Weekly research meetings.
Amount and kind of supervision exercised	N/A
Decisions which can be made	Day to day data collection for the study, managing own time according to pre-identified and mutually agree time table of activities
Decisions which must be referred	Changes to study methods and adapting the study time line and priorities.

#### **CONTACTS AND RELATIONSHIPS**

Internal to UCT	Line Manager - Professor Marc Mendelson, Professor of Infectious Diseases, G16.68 New Main Building, Groote Schuur Hospital, Observatory 7925 Cape Town. T +27 21 650 4943; marc.mendelson@uct.ac.za
External to UCT	Study PI – Professor Alison Holmes, Imperial College, London.