



Asante Physician Partners (APP) is hiring full-time ambulatory care pharmacists for Family Medicine clinics located in Medford, Oregon. There are two positions currently available. In the clinic, the pharmacist is an integral part of the care team, working closely with physicians, other providers, nurses, and health care professionals. Pharmacists currently practicing in APP clinics function as a provider and see patients in one-on-one office visits. They manage patients' disease states utilizing Collaborative Drug Therapy Management protocols, perform medication management to effect population health, and see patients for transitions of care visits to help prevent hospital readmissions.

Scroll down in this document for the job description. You can also find information about the health system (<http://www.asante.org>) and the position (<http://www.asante.org/Careers>) online.



Entity	Asante Physician Partners		
Department	Physician Services		
Job Code	3011		
Job Title	PHARMACIST (MEDICAL HOME)		
Creation Date	10/13/2014		
Revision Date	10/14/2014	Revised By	COOPN

Mission

Asante exists to provide quality healthcare services in a compassionate manner, valued by the communities we serve.

Vision

Asante will be recognized for medical excellence, for outstanding customer service and as a great place to work.

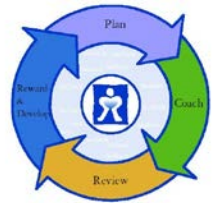
Guiding Values

Excellencein everything we do
Respectfor all
Honestyin all our relationships
Serviceto the community, physicians and each other
Teamworkalways

POSITION SUMMARY

The Pharmacist operates as established by medical authorities through collaborative care agreements with physicians and works as a part of an interdisciplinary care team-based approach with a goal of improving health care quality. Perform individual patient assessment of needs, identify drug therapy problems, develop patient specific plan to optimize medication use, educate patient in use of medications and conduct follow-up evaluations to determine patient outcome. Performs routine tests, completes paperwork as appropriate. Fields and conducts patient calls as requested.

This document describes the minimum job qualifications that are required for an individual to be granted, or to maintain the position described. The employer reserves the rights to amend, modify, or add to either the minimum job qualifications, or essential job functions, at any time. The content of this document is not intended to be an exhaustive list of all responsibilities, duties and skills required of personnel so classified. If you have any questions regarding this information, please contact your supervisor.



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JOB QUALIFICATIONS

	Minimum Qualifications	Preferred Qualifications
Experience		Experience in a similar pharmacy practice setting is desirable.
Additional Unit Specific Experience		
Education	Bachelor's or Doctorate degree in Pharmacy.	Residency Experience PGY1 (preferred) PGY2 Ambulatory Care (optimally preferred)
Additional Unit Specific Education		
Certification/Registration/ Licensure/ Age-Specific Competency	Basic Life Support (BLS) certified by American Heart Association (AHA) Registered Pharmacist (RPh) by Oregon Board of Pharmacy	Certified Diabetes Educator (CDE) by National Certified Board for Diabetes Educators
Additional Unit Specific Certification/Registration/ Licensure/ Age-Specific Competency		Board Certified Ambulatory Care Pharmacist (BCACP) Licensed Preceptor Certified Asthma Educator (AE-C) Board Certified-Advanced Diabetes Management (BC-ADM) Clinical Lipid Specialist
Analytical Skills/ Customer Relations Skills/ Teamwork/ Professionalism	Ability to solve routine and complex problems; Application of knowledge to specific patient care situations, ability to prioritize work, excellent interpersonal skills; and effective communication and listening skills. Must be self directed, motivated, able to handle stress of busy daily operations. Flexibility in arranging work schedule to meet the demands of pharmaceutical care to patients. Able to learn computer systems	Ability to participate and contribute to activities in the department, institution and community. General knowledge and understanding of accreditation and patient safety standards.

Job Description



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	<p>required to gain access to patient records (Epic). Able to maintain records and record results. Able to establish and maintain effective working relationships with patients, family, providers, coworkers and the public</p>	
<p>Additional Unit Specific Analytical Skills/ Customer Relations Skills/Teamwork/ Professionalism</p>		



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WORKING CONDITION REQUIREMENTS

More information available in Job Demands Worksheet

Physical:	Sitting in the same location or standing/walking; required to stoop, climb or lift light material (10 to 20 lbs.) or equipment.
Environmental:	Located in an indoor area with frequent exposure to mild physical discomfort from dust, fumes, temperature, and noise. Examples: patient care providers and laboratory technicians.
Hazards:	OSHA Category 1: Tasks that involve exposure to blood, body fluids, tissues, and other potentially infectious materials.
Other Working Conditions	

HEALTH INFORMATION PORTABILITY AND ACCOUNTABILITY ACT (HIPAA)

Patient Health Information Minimum Access Requirements

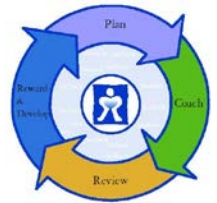
<u>Treatment</u>	<u>Payment</u>	<u>Operations</u>
Includes provision of clinical care, service evaluation, treatment, medical decision making, and diagnosis	Includes revenue cycle management, financial information, demographic extended, payer, detail of bill and diagnosis	Includes non-clinical oversight, i.e. internal review, performance improvement, auditing, credentialing, regulatory oversight, research, systems oversight, legal, internal review, administrative functions
Originate, view, change as necessary for work assignment	View or read only minimum for work assignment	View or read only minimum for work assignment
Any Other Comments:		



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JOB ACCOUNTABILITIES AND PERFORMANCE STANDARDS

1	<p>Customer Service – Create a customer friendly/patient-centered/family-centered atmosphere to provide proactive quality service to our patients and customers.</p> <p>1.1 Treat all patients/clients with courtesy, respect, and prompt service. Demonstrates the ability to interact with all ages of patients and clients, at their level of comprehension, including pediatric, adolescent and geriatric individuals and recognize and value difference related to culture, age and levels of expertise.</p> <p>1.2 Maintains all patient and employee information as confidential following all HIPAA policies.</p> <p>1.3 Demonstrates empowerment by taking prompt action to remedy misunderstandings or inconvenience to clients. Monitored by direct observation by manager and physicians(s) and patient feedback/comments/complaints.</p>
2	<p>Clinical Skills</p> <p>2.1 Implement strategies to improve health literacy and medication adherence.</p> <p>2.2 Utilize behavioral modification and motivational interviewing skills.</p> <p>2.3 Complete comprehensive patient medication history and review.</p> <p>2.4 Provide direct patient care based on Medication Therapy Management (MTM) protocols and Collaborative Drug Therapy Management (CDTM) agreements.</p> <p>2.5 Provide disease state and drug therapy education to patients and caregivers.</p> <p>2.6 Provide drug information and care coordination with internal and external care providers.</p> <p>2.7 Provide or coordinate in-service education to medical home providers and staff.</p> <p>2.8 Proactively review patient lists and charts to provide support to teams.</p> <p>2.9 Ensure appropriate cost-effective medication use.</p> <p>2.10 Document drug therapy interventions and medication management services in the medical record and report outcome measures as defined by provider protocols.</p> <p>2.11 Assist with development and implementation of various drug and disease management protocols and policies. Monitored by direct observation by manager and physicians(s) and chart audits as appropriate.</p>
3	<p>Demonstrate teamwork, by practicing the Asante values to ensure a highly effective team.</p> <p>3.1 Promotes positive patient, family and healthcare team relationship by putting the patient and family needs first and focusing on their healthcare needs.</p> <p>3.2 Invests a positive attitude and image in building working relationships and collaborative on team-oriented behaviors with co-workers, supervisors and others. Being involved in and contributing to department committees, groups, meetings and peer evaluations.</p> <p>3.3 Demonstrates flexibility and willingness to adjust workload or duties in response to unexpected changes in work volume, emergencies, staffing and scheduling.</p> <p>3.4 Maintains open lines of communications, willingly sharing knowledge with others, accepting and providing constructive feedback in a supportive and non-judgmental manner.</p> <p>3.5 Willingness and knowledge to train new employees and students; The standard is monitored by feedback from new employees through the new hire evaluation form and supervisor observation of the employee's ability to train.</p> <p>3.6 Shows respect to coworkers by complying with Asante's policies regarding work time, personal calls, breaks, etc. Monitored by peer evaluation and management.</p>
4	<p>Interpersonal Communication Skills and Professionalism.</p>



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- 4.1 Demonstrates a patient and family first attitude by allowing patients to explain their health status while giving them undivided attention away from the computer screen or other communication obstacles. Asks patients for clarification to ensure their message is received accurately.
- 4.2 Participates in professional activities: such as community involvement in healthcare related activities; professional organizations, committees, CE, and case presentations.
- 4.3 Participates and completes individual accountabilities/goals and projects.
- 4.4 Communicates effectively with staff, physicians, hospital departments, and community agencies utilizing established channels of communication.
- 4.5 Willingly shares knowledge with others, accepting and providing constructive feedback in a supportive and non-judgmental manner.
- 4.6 Regularly attends clinic huddles to learn information and also share ideas to improve clinic operations.
- 4.7 Refrains from blaming others when difficult situations arise, accepts responsibility for any errors made. Monitored by peer evaluation and manager.

5 | Quality

- 5.1 Completes and maintains defined competencies in a timely manner.
 - 5.2 Attends and actively participates in department staff meetings and quality improvement teams for overall organizational improvement.
 - 5.3 Takes initiative to identify and implement solutions to work-related problems, continuously seeking new ways to improve service.
 - 5.4 Identifies and implements cost savings measures wherever possible and appropriate and share cost saving ideas with others pro-actively.
- Measured by attendance records at meetings, competency records and direct observation.

6 | Safety

- 6.1 Maintains a clean, safe and orderly work area. Regularly assesses physical environment and taking needed action to correct any potential hazard situation.
 - 6.2 Performs work in a consistently safe manner, including the utilization of equipment and supplies.
 - 6.3 Follows entity and regulatory policy and/or guidelines in handling infectious or hazardous materials.
 - 6.4 Complies with all policies and/or guidelines.
 - 6.5 Identifies and takes initiative to offer suggestions which promote a safe environment.
 - 6.6 Reports all on-the-job injuries and seeks medical attention in a timely manner.
- Monitored by direct observation by manager and physicians(s).

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