



JOB DESCRIPTION

INTERIM DEPUTY CHIEF SCIENTIST

Location: Cardiff, Edinburgh or London offices / Hybrid Working
Reports to: Chief Scientist
Grade: 6
Contract: Fixed term for 12 months
Hours: 14 hours per a week (one to two days a week), which can be worked flexibly.
Salary: £25,999 - £28,000 per annum (full time equivalent £65,000 - £70,000 per annum)

What we do

We support pharmacists and pharmaceutical scientists in their education and development, promote pharmacy in the media and government, and lead the way in medicines information across Great Britain and around the world. Our **mission** is to put pharmacy at the forefront of healthcare. Our **vision** is to become the world leader in the safe and effective use of medicines.

Our values

At the core of our culture, our values of Focus, Agility, Quality, Collaboration and Respect describe the way we work to achieve our organisational goals. We believe people don't need to be fixed to their desk to achieve great things, so we offer flexibility to our people in how they do their work wherever possible, to bring out the best in everyone and provide an inclusive working environment.

Leadership in pharmacy

We define best practice for pharmacy professionals and help them achieve this through professional development, career support and training. We are here to support professionals with pharmacy practice, and advocate for the role of pharmacy by setting professional and ethical standards, producing policy papers and responding to consultations with government and industry.

Publishing

We're the world leaders in evidence-based pharmaceutical publications and guidance. Pharmacists and other healthcare professionals trust us to provide expert analysis, educational support, webinars and news that informs, supports and enhances their practice. We independently source, evaluate, and communicate and make practical medicines knowledge accessible worldwide.

Central Services

We support the organisation to achieve its goals by providing people, technology, facilities and financial services.



Our governance and leadership

Our Assembly provides overall governance and strategic direction for RPS. Our three National Pharmacy Boards provide advocacy, support and strategic leadership for pharmacy practice and developments within England, Scotland and Wales. The Pharmaceutical Press (PhP) Board advises the Assembly on the direction and approach of Publishing, while our Executive Team look after every aspect of our operations.

Our Inclusion and Diversity

We want to recruit the best person for this role. We can only do that if we have a diversity in our applicants. We commit to a diversity of gender and ethnicity on the recruitment panel for this role and to interview any applicant with a disability who meets the essential criteria. You can help us by completing our equality form when you apply – there's also an option not to disclose any characteristics you prefer not to share.

JOB PURPOSE

Science and research are a core aspect of our profession. For RPS to deliver our vision, mission and five-year strategy, science and evidence & research must also be at the heart of what we do.

We don't expect the impossible; you can't be an expert in all aspects of science and research which will be important to us and our members. But you will use our networks, committees, expert groups and members to source expertise while bringing your leadership and input into our priorities and work areas.

You will work across teams to continually improve how we support our members and the profession by bringing in your focus and enthusiasm for science.

Our members, be they pharmacists or pharmaceutical scientists will recognise you as an authoritative commentator. Supporting the Chief Scientist, you will be occasionally asked to speak on behalf of RPS about science in the media, to Governments and policy makers across Great Britain, and wherever medicines are being discussed, improving public engagement with issues in pharmacy and the pharmaceutical sciences.

Our Governance members will benefit from your expertise supporting them in their role to provide strategic direction for RPS, or for National Boards their work in driving forward our mission to put pharmacy at the forefront of healthcare.

MAIN ACCOUNTABILITIES

1. Deputise for the Chief Scientist and in their absence lead the Science and Research team to deliver their objectives as agreed with the Chief Scientist and CEO



2. Support the Chief Scientist in the development and implementation of our policy and advocacy work by inputting a science perspective. This may be within your area of expertise or by engaging with wider networks.
3. Development and cultivation of your networks and communities of scientific expertise both within RPS membership and outside. Making sure that we can confidently speak about pharmaceuticals from discovery and development all the way through to their use, and all the important areas in-between.
4. Assist the Chief Scientist to provide thought leadership ensuring the profile of science and research and their role in the pharmacy profession is maintained and improved.
5. Work with the Chief Scientist on projects to develop and improve products and services benefiting pharmacists and pharmaceutical scientists.
6. Be a media spokesperson advocating on behalf of pharmacists and pharmaceutical scientists and the development and use of medicines.
7. Work collaboratively to raise the profile of research at all career stages and help define the research domains across our post-registration curricula and credentials.

This list provides a summary of the main accountabilities of this role and is not exhaustive. The role holder may be required to undertake other reasonable duties from time to time.

SUCCESS MEASURES

You will ensure:

1. That, working with the Chief Scientist, the RPS is recognised as providing strategic thought leadership across the pharmaceutical pathway by our members, the profession, government and policy makers, and stakeholders.
2. Work closely with our policy and advocacy teams and ensure our work has science and research embedded within it at all times. That we're using evidence to inform and back-up what we're asking for on behalf of the profession.
3. We have an engaged vibrant network of members and professionals providing expertise and insight through multiple routes including committees, expert advisory groups, and stakeholder groups. Members will feel more engaged with RPS on matters of science and research and our vibrant Science and Research Committee alongside the RPS



Industrial Pharmacy Advisory Group and the Antimicrobial Expert Advisory Group will be a key part of this.

4. We have an attractive value proposition for pharmaceutical scientists, attracting more of them into membership, through your work with the Chief Education and Membership Officer and their team.
5. We have positive and productive relationships with stakeholders including academic institutions and the pharmaceutical industry which are beneficial to improving the care of patients and the public.

KNOWLEDGE & SKILLS FOR THIS JOB

- **Leadership.** You must have experience of working within an organisation at a senior level and demonstrable success outside of traditional organisational boundaries. You will be a member of RPS.
- **Science and research.** You will have a broad appreciation of pharmaceutical science and its application across the profession. You will have a positive national reputation for research which would link to our vision and/or mission. You will understand science and health policy and how these interact.
- You will bring experience of working in higher education institutes and/ or of working in the pharmaceutical industry.
- **Inclusion and diversity.** We are committed to work alongside our members to create a profession where everyone feels they belong and are celebrated for what they bring to their work. You must have a commitment to improving our profession and the care of the people they serve by helping us stamp out discrimination.
- **Communication.** You can confidently and effectively communicate to multiple audiences (including the public) using a range of methods. You may not have yet appeared on broadcast media but you'll be eager to take up the opportunity (with training if needed).
- **Strategic thinking.** We know that the work our members do to ensure the safe and effective use of medicines will change at an increasingly rapid pace. You must be able to take a strategic approach to being more than one step ahead of these changes so RPS is best placed to support our members as they take on these new opportunities.



- **Decision making.** You will be able to take on board a wide range of views, facts and opinions and distil these down to decisions. This will sometimes be at a fast pace. You will be able to deal with situations where conflicting scientific opinion exist and be able to ensure that RPS can form a coherent position.
- **Product management.** Although not essential, having experience of using product management methodology would be helpful.
- **Qualifications.** You will hold a degree in pharmacy, or a subject related to the pharmaceutical sciences. You may also hold a PhD or equivalent which would be advantageous.

May 2023