

REPORTS TO:	Director Pharmacy
REVISED:	9/23, 4/25, 9/25, 3/26
	See current organizational chart for oversight/administrative support information

PRIMARY FUNCTION:

Responsible for **Advancing Exceptional Care** by prioritizing Safety and Quality in every aspect of patient care. This role is committed to fulfilling essential duties that enhance patient outcomes, operational efficiency, and overall healthcare standards, ensuring all actions align with the philosophy, goals, and objectives of Clarinda Regional Health Center (CRHC). By maintaining the highest level of care, this position supports CRHC's dedication to fostering a safe, compassionate, and high-quality healthcare environment for our patients and community.

QUALIFICATIONS:

Education and/or Experience

- Doctor of Pharmacy (PharmD) or Bachelor of Science in Pharmacy (RPh) – Required
- Minimum of one (1) year of hospital pharmacy experience – Preferred
- Postgraduate Year One (PGY-1) pharmacy residency - Not Required

Certificates, Licensure, Registrations

- For job-specific certifications refer to the [Education Certification Requirements by Job Category: Pharmacist](#)
- Current, unrestricted license to practice pharmacy in the State of Iowa – Required

WORK SCHEDULE & SHIFT REQUIREMENTS:

The facility operates 24/7; however, work schedules may vary based on departmental needs to ensure the highest standard of patient care and operational efficiency. Flexibility will be expected.

- Eligible for shift differentials where applicable.
- Position is classified as exempt and not eligible for overtime in accordance with labor laws.

PHYSICAL REQUIREMENTS & WORKING CONDITIONS:

This position involves a combination of physical activities necessary to perform essential job functions effectively. The employee should be able to:

- **Sit, stand, and walk** for varying lengths of time throughout the workday.
- **Lift, push, pull, or carry** light to moderate loads, with assistance available for heavier items.
- **Use fine motor skills**, including grasping, reaching, and handling equipment or materials as needed.
- **Perform routine movements**, such as typing, writing, or handling supplies.
- **Bend, stoop, kneel, or crouch** occasionally for job-related tasks.
- **See and hear** well enough to read documents, operate equipment, and communicate effectively.
- **Work in a dynamic environment**, adapting to occasional changes in pace or setting.

Reasonable accommodations will be considered to support individuals in performing essential job functions.

ESSENTIAL JOB DUTIES & RESPONSIBILITIES

At CRHC, our core values—**Compassion, Advancing, Relationships, and Exceptional**—are at the heart of everything we do. These values drive our commitment to **Advancing Exceptional Care**, ensuring that we provide the highest quality care to our patients while supporting and empowering our team members. We believe in creating a compassionate environment where relationships are nurtured, collaboration is encouraged, and excellence is expected.

As a member of our team, you will embody these values in your daily work by:

- **Compassion:** Demonstrating empathy and kindness in every interaction, recognizing the unique needs of our patients and colleagues.
- **Advancing:** Embracing innovation, continuous learning, and striving for improvement in all aspects of patient care and team collaboration.
- **Relationships:** Building trust through open communication and teamwork, fostering a supportive atmosphere that prioritizes respect and understanding.
- **Exceptional:** Holding yourself to the highest standards, delivering superior care, and contributing to a culture of excellence that impacts both patients and colleagues.

Clinical Consultation and Medication Safety

- Participates in daily interdisciplinary inpatient rounds to provide expert medication consultation and clinical decision support.
- Delivers direct clinical pharmacy services, including medication therapy management and pharmacokinetic dosing for targeted therapies.
- Reviews medication regimens for potential interactions, contraindications, therapeutic duplications, and patient-specific factors (e.g., renal/hepatic function).
- Supports antimicrobial stewardship efforts by reviewing culture and sensitivity data, recommending evidence-based changes.
- Identifies, documents, and reports adverse drug events and medication safety concerns in accordance with policy.
- Reviews and enters infusion clinic orders for accuracy, appropriateness, and alignment with therapeutic treatment plans.
- Oversees outpatient warfarin management by independently adjusting doses under an approved pharmacist protocol, ensuring safe and effective anticoagulation therapy.

Pharmaceutical Care and Medication Management

- Interprets and transcribes verbal and written medication orders into computerized medication profiles accurately and promptly.
- Oversees and/or prepares, compounds, and dispenses medications—including sterile IV admixtures and chemotherapy—according to USP standards and regulatory guidelines.
- Ensures compliance with all controlled substance regulations, including secure storage, accurate dispensing, and documentation.

- Oversees and verifies work performed by pharmacy technicians to ensure accuracy, safety, and adherence to protocol.
- Collaborates with nursing and providers to ensure timely medication availability and administration.

Documentation and Communication

- Accurately documents clinical activities, interventions, consults, and therapeutic recommendations in the EMR.
- Utilizes the Electronic Medical Record (EMR) system to support real-time decision-making, medication reconciliation, and communication across care teams.
- Communicates effectively with providers, nursing staff, and patients regarding medication-related care plans, therapeutic changes, and safety considerations.
- Provides patient and family education on complex medication regimens when applicable.

Environment and Inventory Maintenance

- Ensures compliance with inventory control protocols and proper storage of medications, including cold chain and hazardous drugs.
- Assists in ensuring compliance with USP 795, 797, and 800 standards by coordinating with pharmacy leadership and maintaining adherence to all procedures and regulations.
- Maintains clean, organized, and regulatory-compliant pharmacy environments to support daily operations and patient safety.
- Assists in procurement, receiving, and stock rotation to minimize waste and ensure medication availability.

Quality Program Participation

- Actively participates in CRHC's Quality Program, committees, performance improvement initiatives, and operational support activities.
- Member of the hospital's Pharmacy and Therapeutics Committee, Medication Safety Committee and Education Committee.
- Demonstrates a commitment to Quality Improvement (QI) practices.
- Regularly attends Department huddles.
- Completes tasks as outlined on the Department Huddle Board.

Other Responsibilities

- Performs additional duties as assigned to support the strategic initiatives of CRHC.

ESSENTIAL FUNCTION FORM

In compliance with the Americans with Disabilities Act, we are requesting that you read the job description and answer the following question. If you would like assistance with this process, please ask Human Resources.

Can you perform the essential functions of the position with or without reasonable accommodations?

YES

NO

Name (please print): _____

Signature: _____ Date: _____