

Minimum Qualification Specifications
for the Classes:DIRECTOR OF PHARMACY (FACILITY)
DIRECTOR OF PHARMACY (REGION)

Education: Graduation from an accredited college or university with a baccalaureate or Pharm.D degree in pharmacy.

License: A valid license with the State of Hawaii as a Pharmacist at the time of appointment.

Experience Requirements:

Except for the substitutions provided for in this specification, applicants must have had progressively responsible experience of the kind and quality described in the statements below and in the amounts shown in the following table:

Class Title	Specialized Exp (years)	Supervisory Exp (years)	Administrative Exp (years)	Total Exp (years)
Dir of Pharmacy (Facility)	3	2	0	5
Dir of Pharmacy(Region)	3	2	1	6

Specialized Experience: Three (3) years of progressively responsible administrative work experience in Pharmacy services in a clinical, retail or hospital environment. Of the three years, two (2) years of work experience must have been obtained in a hospital setting.

Supervisory Experience: Two (2) years of work experience which demonstrated the applicant's knowledge of and ability to apply the principles, practices, techniques and methods of supervision including 1) planning, organizing and directing the work of others; 2) assigning and reviewing work; 3) advising others on difficult work problems; 4) timing and scheduling work; 5) training and developing new employees; and 6) disciplining subordinates when necessary.

Administrative Experience: For positions at the Region level, one (1) year of work experience which involved active participation in and major responsibility for the development, management, execution, and coordination of policies, activities, and programs. Administrative Residency with two (2) years of hospital pharmacist experience will be considered.

Quality of Experience:

Possession of the required number of years of experience will not in itself be accepted as proof of qualification for a position. The applicant's overall experience must have been of such scope and level of responsibility as to conclusively demonstrate that he/she has the ability to perform the duties of the position for which he/she is being considered.

Selective Certification:

Specialized knowledges, skills and abilities may be required to perform the duties of some positions. In such positions, applicants may be restricted to those who possess the pertinent experience and/or training required to perform the duties of the position.

Departments requesting selective certification must show the connection between the kind of training and/or experience on which they wish to base selective certification and the duties of the position to be filled.

Physical Requirements:

Applicants must be physically able to perform, efficiently and effectively, the essential duties of the position which typically require the ability to read without strain printed material the size of typewritten characters, glasses permitted, and the ability to hear the conversational voice, with or without a hearing aid, or the ability to compensate satisfactorily. Disabilities in these or other areas will not automatically result in disqualification. Those applicants who demonstrate that they are capable of performing the essential functions of the position will not be disqualified under this section.

Any condition which would cause applicants to be a hazard to themselves or others is cause for disqualification.

Any disqualification under this section will be made only after a review of all pertinent information including the results of the medical examination, and requires the approval of the Chief Human Resources Officer.

Mental/Emotional Requirements:

All applicants must possess emotional and mental stability appropriate to the job duties and responsibilities and working conditions.

This is the first minimum specifications for the class, DIRECTOR OF PHARMACY (FACILITY) AND DIRECTOR OF PHARMACY (REGION).

DATE APPROVED: Jan 16, 2020



JUANITA LAUTI
Chief Human Resources Officer