



The Health Services Authority is responsible for the provision and administration of primary and secondary levels of healthcare services and public health functions for residents of the three Cayman Islands through a 127-bed hospital on Grand Cayman, a 18-bed hospital in Cayman Brac, satellite outpatient clinic in Little Cayman and four District Health Centers on Grand Cayman offering the most comprehensive range of inpatient and outpatient services in a single health system in the Cayman Islands.

We invite applications for the following position:

CLINICAL PHARMACIST (ONCOLOGY/HEMATOLOGY)

Salary range: CI\$85,320 – CI\$114,768 per annum

The Clinical Pharmacist provides and coordinates clinical pharmacy services, including medicines optimization, safe and accurate dispensing of drugs, ward rounds, drug information and clinical training. The successful candidate is responsible for the development and implementation of evidence based clinical oncology & haematology pharmacy services within the Health Services Authority, thereby maintaining and improving the quality of Pharmaceutical Care provided to all patients.

Primary Responsibilities: The successful candidate will review and verify chemotherapy, immunotherapy, and haematology prescriptions for accuracy, appropriateness, and compliance with clinical protocols. They will prepare and dispense cytotoxic medications in accordance with regulatory and safety standards, providing expert clinical consultation and drug information to oncology providers and nursing staff. The role includes participating in multidisciplinary tumour boards, monitoring patients for drug interactions, side effects, and therapeutic response, and recommending treatment adjustments as needed. The candidate will support patient education on medication use and adherence, develop and maintain oncology-specific pharmacy protocols and formularies, and ensure cleanroom operations meet GMP, USP <797>, and USP <800> standards. Responsibilities also include overseeing cleaning validation, environmental monitoring, and staff training to ensure sterility and audit readiness. The successful candidate will maintain compliance with local and international standards such as USP <800>, ASHP, and JCI, contribute to oncology research and quality improvement initiatives, and provide supervision and mentorship to pharmacy technicians and junior pharmacists.

Qualifications and Experience: The successful candidate must possess a Bachelor of Pharmacy or higher (four-year program) and have three to four (3-4) years' experience as a qualified pharmacist working in a hospital setting. Must have at least three (3) years' experience in a clinical oncology pharmacy capacity, encompassing expertise in ward pharmacy services, drug information and aseptic services. This should be supported by a post graduate clinical pharmacy qualification to diploma/MSc. or equivalent level. Completion of a PGY-1 residency (required) and PGY-2 residency in Oncology Pharmacy (preferred) along with Board Certification in Oncology Pharmacy (BCOP) is strongly preferred. Experience in clinical oncology pharmacy training and/or lecturing would be an advantage. Active licensure/registration with the relevant national pharmacy council/board in one of the accepted jurisdictions: Jamaica, USA, UK, New Zealand, Australia, South Africa and Canada. In-depth knowledge of oncology pharmacotherapy, chemotherapy protocols, and sterile compounding techniques. Strong clinical decision-making and problem-solving skills. Excellent communication and interdisciplinary collaboration abilities. Commitment to continuing education and evidence-based practice. Proficiency with electronic medical records, pharmacy systems, and oncology prescribing.

A remuneration and benefit package, commensurate with experience and qualifications will be offered to the successful candidates of these positions.

NOTE: Incomplete applications will not be considered. All applicants must complete and submit an HSA Application Form via e-mail to hsa.jobs@hsa.ky using pdf format. Log on to our website at www.hsa.ky to access Application Form and Job Description.

Application deadline: November 23rd, 2025

Committed to Caring for You

Job Description

Job title	<i>Clinical Pharmacist (Oncology/Hematology)</i>	Job Holder	
Reports to	<i>Chief Pharmacist</i>	Section	<i>Pharmacy</i>

Background Information

The Cayman Islands Health Services Authority (“HSA”) provides and administers health care services and public health functions for residents of the Cayman Islands in accordance with the National Strategic Plan for Health.

Services are delivered primarily through the 127-beds at the Cayman Islands Hospital (the country’s principal health care facility), and the 18-beds at the Faith Hospital on Cayman Brac. Ancillary services are offered at district health centres, and clinics for dental and ophthalmologic care. Residents of Little Cayman can access care through the island’s clinic which is a purpose-built facility.

The Pharmacy department provides prompt and accurate dispensing of drugs under prescription by Medical Officers of the Health Services Department.

Job purpose

The post-holder provides and coordinates clinical pharmacy services, including medicines optimization, safe and accurate dispensing of drugs, drug information and clinical training.

The Post holder is to be responsible for the development and implementation of evidence based clinical oncology & hematology pharmacy services within the Health Services Authority, thereby maintaining and improving the quality of Pharmaceutical Care provided to all patients.

Dimensions

Post-holder does not have any budgetary responsibilities.

Post-holder may be required to supervise Pharmacy technicians and/or assistants.

Duties and responsibilities

- Review and verify chemotherapy, immunotherapy and hematology prescriptions for accuracy, appropriateness, and compliance with clinical protocols.
- Prepare and dispense cytotoxic medications in accordance with safety standards and regulatory requirements.
- Provide clinical consultation and drug information to oncology providers and nursing staff.
- Participate in multidisciplinary Tumor boards and clinical case reviews.
- Monitor patients for drug interactions, side effects, and therapeutic response; recommend modifications where necessary.
- Support patient education on medication use, side effects, and adherence strategies.
- Develop and maintain oncology-specific pharmacy protocols, formularies, and treatment guidelines.
- Ensure that the cleanroom environment meets all regulatory and quality standards, such as Good Manufacturing Practice (GMP) USP <797> and USP <800>; validate that cleaning protocols and environmental monitoring are adhered to, ensuring sterility and minimizing contamination risks, witnessing tests, reviewing documentation, and ensuring that suppliers’ records are comprehensive and interpretable for future audits;
 - Development and Monitoring of Cleaning Schedules
 - Help establish and regularly review cleaning schedules as part of the qualification process for cleanrooms. They ensure that cleaning agents and methods are appropriate for the

surfaces and that any modifications to schedules are based on test results and ongoing monitoring.

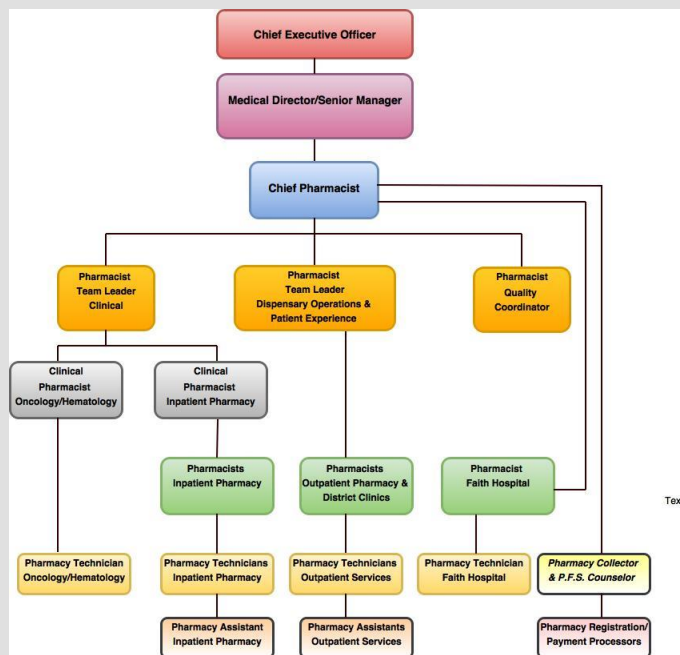
- Oversee or participate in the validation of cleaning regimes, using microbiological monitoring (e.g., contact plates, swabs) to demonstrate reduction of contamination to acceptable levels.
- Staff Training and Performance Monitoring
 - Play a key role in training cleanroom staff (including technicians and nurses) on aseptic techniques, gowning procedures, and proper use of biological safety cabinets.
 - Monitor staff performance, identify deficiencies, and provide corrective feedback to ensure adherence to protocols and minimize errors in drug preparation and cleanroom maintenance.
 - Develop observation plans and checklists based on international guidelines to systematically assess and improve staff compliance with cleanroom procedures.
- Ensure compliance with local, national, and international standards (e.g., USP <800>, ASHP, JCI).
- Participate in oncology research, quality improvement initiatives, and pharmacovigilance activities.
- Supervise and mentor pharmacy technicians and junior pharmacists within oncology services.
- Perform other duties as directed by the Chief Pharmacist.

Qualifications, Experience & Skills Requirement

Post-holder must possess a Bachelor of Pharmacy or higher (four-year program) and have three to four (3-4) years' experience as a qualified pharmacist working in a hospital setting. Incumbent must have at least three (3) years' experience in a clinical oncology pharmacy capacity, encompassing expertise in ward pharmacy services, drug information and aseptic services. This should be supported by a post graduate clinical pharmacy qualification to diploma/MSc. or equivalent level. Experience in clinical oncology pharmacy training and/or lecturing would be an advantage.

- Completion of a PGY-1 residency (required) and PGY-2 residency in Oncology Pharmacy (preferred).
- Board Certification in Oncology Pharmacy (BCOP) is strongly preferred.
- Active licensure/registration with the relevant national pharmacy council/board in one of the accepted jurisdictions: Jamaica, USA, UK, New Zealand, Australia, South Africa and Canada.
- In-depth knowledge of oncology pharmacotherapy, chemotherapy protocols, and sterile compounding techniques.
- Strong clinical decision-making and problem-solving skills.
- Excellent communication and interdisciplinary collaboration abilities.
- Commitment to continuing education and evidence-based practice.
- Proficiency with electronic medical records, pharmacy systems, and oncology prescribing

Reporting Relationship



Direct reports

Post-holder indirectly supervises pharmacy staff, namely Pharmacy Technicians and Assistants.

Other Working Relationships

Post-holder will liaise closely with medical, nursing and pharmacy staff (at all levels of seniority) to develop and deliver a clinical Oncology/Haematology pharmacy service. This requires confidence and good communication skills in order to forge strong and productive professional interdepartmental relationships.

Decision Making Authority and Controls

Post-holder consults with the Chief Pharmacist as well as senior medical and nursing personnel to make decisions on the nature, content and dimensions of all clinical pharmacy services and projects undertaken by the Health Services Authority. To this end the post holder will ensure that all approved policies and protocols are adhered to in the execution of clinical pharmacy services at the Health Services Authority. Initiative, organizational skills and problem-solving abilities are prerequisites to perform these duties.

Working conditions

The post holder will be required to work on varying shifts including mornings, evenings, weekends, and bank holidays.

Physical requirements

The job requires the post holder to stand for extended periods of time and to walk from ward to ward often times utilizing the stairs.

Problem/Key Features

An ability to adapt to the medical practices of physicians from North America, Europe, Caribbean, and other areas is required. The ability to prioritize competing requests, clinical and otherwise, in a very demanding environment.

Evaluation Metrics

1. Safe and Accurate dispensing.
2. Efficient and effective completion of aforementioned duties.
3. Appropriate documented pharmacy interventions.
4. Clinic audit and client feedback – Pharmacist led clinics.
5. Evidence of continued professional development.
6. Development and implementation of new guidelines/protocols/policies.

Approved by:	<i>Dr. Delroy Jefferson</i> <i>Medical Director</i>
Date approved:	
Reviewed:	<i>20 July 2025AK</i>
Employee Signature/Date:	
Manager Signature/Date:	