



## CLINICAL PHARMACIST - MEDICARE

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**Position Status:** Exempt  
**Reports To:** Pharmacy Director  
**Effective Date:** 07/01/24  
**Revised Date:**  
**Job Level:** P3

### POSITION SUMMARY

Under direction, this position:

1. Develops, implements and maintains clinical pharmacy programs, such as medication therapy management, medication adherence, and disease state management
2. Performs drug utilization review (DUR) to promote appropriate medication use
3. Performs utilization and authorization review using applicable policies, assists the Pharmacy Director with developing cost-effective pharmacy measures, provides delegate oversight of Pharmacy Benefits Manager (PBM), and advises on claims issues
4. Works with the pharmacy and medical communities relative to prescription medications and therapeutic management
5. Performs other duties as assigned

### RESPONSIBILITIES

1. Develops, implements and maintains clinical pharmacy programs, such as medication therapy management, medication adherence, and disease state management, with duties including but not limited to:
  - Contributing to the development, implementation, and evaluation of clinical pharmacy programs aimed at improving medication adherence, reducing hospital readmissions, and enhancing member satisfaction
  - Creating and modifying processes to ensure that clinical pharmacy programs run in an effective and efficient manner
  - Collaborating with quality improvement teams to support initiatives aimed at improving medication-related Star Ratings measures, including medication adherence, appropriate use of high-risk medications, and medication therapy management (MTM) and comprehensive medication reviews (CMR) completion rates
  - Collaborating with interdisciplinary teams, including physicians, pharmacists, nurses, case managers, and quality improvement specialists, to coordinate care and improve outcomes for Medicare beneficiaries
  - Collaborating with the fraud, waste, and abuse (FWA) compliance team to develop and implement strategies to prevent, detect, and mitigate fraudulent or abusive practices related to pharmacy claims, prescription drug diversion, and medication fraud within the Medicare Part D program
  - Participating in Care Management Department and Quality Improvement and Population Health Department initiatives and creating provider and member education materials, such as newsletters and website content

- Developing educational materials, training programs, and outreach activities to educate Medicare beneficiaries on their pharmacy benefits, medication coverage options, utilization management requirements, and available resources for medication assistance programs
  - Collaborating with other Clinical Pharmacists and Pharmacy Technicians, and participating in various clinical pharmacy programs as a Medicare subject matter expert, team member or for cross-training purposes
2. Performs drug utilization review (DUR) to promote appropriate medication use, with duties including but not limited to:
- Conducting ongoing drug utilization reviews to identify potential medication safety concerns, medication misuse or overuse, and opportunities for intervention to optimize therapy and prevent adverse drug events among Medicare beneficiaries
  - Ensuring compliance with Medicare regulations, accreditation standards, and best practices related to pharmacy services, medication utilization, and documentation
  - Preparing and analyzing retrospective DUR reports
  - Ensuring quality of pharmacy services through DUR, review of medical records, and by providing education to providers regarding clinically appropriate drug use
  - Utilizing both PBM and health plan reporting tools to monitor use and abuse of prescription drugs within the program through analysis of periodic statistical data and information such as Fraud Waste and Abuse Prevention (FWAP) reports, drug utilization history reports, and medical records
  - Developing and delivering education intervention programs for providers and members based on DUR, evaluating the outcomes of the educational interventions and making revisions to the programs as appropriate
3. Performs utilization and authorization review using applicable policies, assists the Pharmacy Director with developing cost-effective pharmacy measures, provides delegate oversight of Pharmacy Benefits Manager (PBM), and advises on claims issues, with duties including but not limited to:
- Reviewing coverage determination requests and appeals related to medication coverage under Medicare Part D, ensuring compliance with Centers for Medicare and Medicaid Services (CMS) guidelines, timely resolution, and communication of decisions to members and prescribers
  - Reviewing and making determinations on pharmacy authorization requests for Physician-Administered Drugs
  - Developing and maintaining protocols for Prior Authorization Request authorization criteria based on CMS regulations, clinical guidelines and current literature, and presenting proposed changes to criteria to the pharmacy and therapeutics (P&T) Committee
  - Advising on cost-effective delivery of pharmacy services by evaluating claims report of Physician-Administered Drugs
  - Assisting the Pharmacy Director with delegate oversight of PBM, including conducting audits of PBM policies, procedures, and performance, to ensure compliance with regulations and Alliance contracts
  - Providing oversight of PBM's medication utilization management strategies, including prior authorization, step therapy, quantity limits, generic substitution, to promote costs within the Medicare Part D program
  - Provide oversight of comprehensive medication reviews for Medicare beneficiaries performed by PBM or their vendor
  - Assisting in resolution of disputed or questionable claims relative to medications

- Making recommendations on program changes relative to covered pharmacy services
4. Works with the pharmacy and medical communities relative to prescription medications and therapeutic management, with duties including but not limited to:
    - Providing education and support to healthcare providers, including physicians, nurse practitioners, and physician assistants, on evidence-based prescribing practices, medication management strategies, and medication-related quality measures
    - Acting as a Medicare subject matter expert and resource to other Pharmacy staff
    - Acting as a resource for issues related to pharmaceuticals and related supplies
    - Responding to provider and pharmaceutical supplier inquiries related to program benefits
    - Assisting the Pharmacy Director with review and implementation of regulations, compliance, and policy changes
    - Assisting in responding to Federal and State program evaluations and audits
    - Attending the P&T Committee and other committees, as assigned
  5. Performs other duties as assigned

#### EDUCATION AND EXPERIENCE

- Current, active and unrestricted license as a Pharmacist issued by the state of California
- Doctor of Pharmacy (Pharm. D.) degree and three years of experience as a practicing pharmacist in a health plan, hospital, pharmacy, and/or retail pharmacy, which included experience with drug utilization review, prior authorization activities, formularies, and drug billings and a minimum of two years of experience working with Medicare Part D regulations (one year of experience in a managed care environment or clinical residency may substitute for the three years of experience); or an equivalent combination of education and experience may be qualifying.

#### KNOWLEDGE, SKILLS, AND ABILITIES

- Thorough knowledge of drug utilization review
- Working knowledge of Medicare Part D regulations, formulary management, and medication therapy management (MTM) services
- Working knowledge of computerized drug programs
- Working knowledge of drugs and supplies required in the operation of a pharmacy
- Working knowledge of drug formularies and drug billings
- Working knowledge of and proficiency in the use of Windows based PC systems and Microsoft Word, Excel, Outlook and PowerPoint, and database systems
- Ability to act as a technical resource and explain clinical information, regulations, processes, and programs related to area of assignment
- Ability to learn and apply the concepts associated with coordination of benefits between Medicare and Medi-Cal
- Ability to interpret and apply complex principles, policies, terms and procedures
- Ability to identify issues and potential risks, conduct research, gather and analyze information, reach logical and sound conclusions, and make recommendations for action
- Ability to work independently and make decisions related to areas of functional responsibility
- Ability to analyze data and prepare written, statistical, and oral reports

- Ability to assist with the development and implementation of projects, systems, programs, policies, and procedures
- Ability to develop provider and member education materials and conduct related training
- Ability to create forms, correspondence, and other program documents
- Ability to maintain accurate records
- Ability to foster effective working relationships with individuals at all levels in the organization and with contracted vendors and external stakeholders
- Ability to work independently with minimal supervision and as a member of a team

#### DESIRABLE QUALIFICATIONS

- Clinical pharmacy practice experience or completion of clinical residency
- Work experience in a managed care environment
- Thorough knowledge of Medicare Part D regulations, formulary management, and medication therapy management (MTM) services
- Some knowledge of the principles of statistics

#### WORK ENVIRONMENT

- Ability to sit in front of and operate a video display terminal for extended periods of time
- Ability to bend, lift and carry objects of varying size weighing up to 10 pounds
- Ability to work effectively in a remote work environment
- Ability to travel to different locations in the course of work

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*This position description, and all content, is representative only and not exhaustive of the tasks that an employee may be required to perform. Employees are additionally held responsible to the Employee Handbook, the Alliance Standard Knowledge, Skills and Abilities and the Alliance Code of Conduct. The Alliance reserves the right to revise this position description at any time.*