Executive Summary of 2023 Job Analysis for BCPS

The Board of Pharmacy Specialties (BPS) performed a job analysis in 2023 to develop the content outline and other specifications for the specialty certification examination for pharmacists who specialize in Pharmacotherapy (BCPS). The study was conducted according to the Standards for Educational & Psychological Testing\(^1\) and applicable accreditation standards (NCCA\(^2\) and ISO/IEC 17024\(^3\)).

A job analysis\(^4\), sometimes called a role delineation study or practice analysis in healthcare certification settings, is a multi-method approach to defining a job role or competency area in terms of the relevant tasks or work activities and the associated competencies (operationalized as knowledge, skills, and abilities) and/or other attributes. Indeed, job analysis can also be thought of as referring to a family of related approaches to establishing the foundations of content validity\(^5\) for an assessment\(^6\), in this case applied to the assessment of competencies associated with a specialty area in the licensed practice of pharmacy. A job analysis is considered a multi-method approach because it incorporates both qualitative and quantitative evidence in support of the definition of the practice area in question.

The job analysis that was conducted for BCPS consisted of four major phases.

1. **Assembly of a panel of subject matter experts** to participate in the discussions and deliberations necessary to define the scope of the certification
2. **Definition of tasks and knowledge areas**, organized in a content outline format and completed by an assembled panel of qualified pharmacists
3. **Development, administration, and analysis of a survey** to other qualified pharmacists, requesting their ratings either endorsing the inclusion or exclusion of each task and knowledge area identified by the committee
4. **Finalization of the exam content outline** with input from the assembled panel and with consideration given to the survey results, as well as determining the relative weights assigned to each content area

To see the outcomes of the job analysis, please refer to the BCPS Examination Specifications document, which serves as a blueprint for the development of BCPS examination and a delineation of the scope of the Pharmacotherapy specialty area.

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