

Director, Pharmacy Services (WORKSITE LOCATION IS FLEXIBLE)

Position Summary

Who are we looking for:

Are you looking for a new and rewarding senior leadership challenge in healthcare? Interior Health has an exciting opportunity for Director, Pharmacy Services. We are looking for people who want to make a difference in the communities in which they live, work and play. Relocation allowance will be provided, apply today to join our amazing team.

What we offer:

- An attractive remuneration package
- Excellent career prospects
- Employer paid training/education
- Employer paid vacation
- Medical Service Plan
- Employer paid insurance premiums
- Extended Health & Dental coverage
- Municipal Pension Plan
- Work-life balance
- Relocation Allowance

Salary range for the position is \$116,591 to \$167,600. Interior Health establishes salaries within the minimum and maximum of the salary range based on consideration of the qualifications, experience of the applicant, and an internal equity review of the salaries of other employees.

How will you create an impact:

The Director, Pharmacy Services is responsible and accountable for clinical leadership and operational management of Pharmacy Services in the assigned geographic area. The Director is also responsible for assigned strategic initiatives throughout Interior Health (IH) in accordance with Pharmacy goals and direction. As a member of the Pharmacy management team, the Director will plan, coordinate, implement, evaluate, and monitor Pharmacy Services based on patient care and organizational needs. In consultation with leadership teams and other partners, the Director participates in the development and implementation of strategic initiatives, standards, policies, and procedures. The Director

provides recommendations, advice, and council to clinical, administrative, and medical leaders regarding appropriate and safe medication management.

Working with other IH pharmacy leaders, the Director participates on and chairs internal and external committees related to Pharmacy Services, professional practice, medication safety, drug distribution, and other related pharmacy topics.

What will you work on:

- Manages and oversees Pharmacy Services by planning, coordinating, monitoring, implementing, and evaluating all aspects of Pharmacy Services based on the clinical and operational needs in assigned areas.
- Ensures pharmacy services are delivered effectively, efficiently, consistently, and according to established quality standards.
- Provides direction for prioritized clinical and drug distribution services for the geographic area of responsibility and ensures that pharmacy services comply with current legislation, professional standards, and organizational policies.
- Builds partnerships with external agencies including the provincial government, educational institutions, and other health authorities to deliver programs and services. Represents Interior Health in contract negotiations with external entities.
- Develops and implements goals, objectives, standards, policies, and procedures that support short- and long-term strategic plans.
- Leads quality improvement initiatives that promote appropriate, timely, and safe medication management. Participates in quality improvement initiatives, risk management, and occupational health and safety programs relating to Pharmacy Services.
- Collaborates with medical and clinical staff in developing responsive pharmacy patient care programs.
- Manages staff by recruiting, hiring, disciplining, and terminating staff as required. Provides mentoring and coaching to Professional Practice Leaders and Coordinators as required. Completes performance evaluations and prepares staff development and training plans.
- Participates in labour relations activities as required; interprets collective agreements and legislation in consultation with Human Resources.
- Prepares written proposals for program funding, capital investments, or quality improvement initiatives.
- Keeps abreast of advances in technologies related to pharmacy practice; evaluates and makes recommendations as appropriate.
- Manages financial resources by preparing the budget for approval, monitoring the budget, identifying variances, and taking corrective action required in order to maintain a balanced budget.

- Promotes and participates in quality improvement initiatives, risk management, and occupational health and safety programs for Pharmacy Services.
- Ensures statistics and reports are prepared and submitted as required.
- Represents IH Pharmacy Services on internal and external committees and IH planning groups.
- Performs other related duties as required.

Honouring Interior Health's commitment to Truth and Reconciliation and the Declaration on the Rights of Indigenous Peoples Act (DRIPA), and Pursuant to Section 42 of the BC Human Rights Code, preferential consideration and/or hiring will be given to qualified applicants who self-identify as Indigenous (First Nations, Métis, or Inuit).

Qualifications

Education, Training and Experience:

- A Bachelor's of Science in Pharmacy degree.
- A Master's degree in Health, Public, or Business Administration or an equivalent combination of education, training, and experience.
- Active license in good standing with the College of Pharmacists of BC.
- Active membership in the Canadian Society of Hospital Pharmacists.
- Ten years of recent, related pharmacy management experience in an acute healthcare setting that encompassed clinical services and advanced drug distribution systems.

Skills and Abilities:

- Knowledge of current and future healthcare issues.
- Demonstrated ability to lead people, manage change, develop strategy and execute on plans.
- Demonstrated ability to function effectively in a highly dynamic environment, building and sustaining effective relationships.
- Ability to communicate effectively orally and in writing, including the ability to make effective presentations to groups.
- Ability to function effectively in a highly dynamic environment.
- Working knowledge of applicable regulations, legislation and collective agreements.
- Proficiency in the use of personal computers and applicable software applications.
- Physical ability to carry out the duties of the position.

Interior Health strives to create an environment where you enjoy the work you do, the place where you work, and the people around you. Together, we create great workplaces. **Apply today!**

Comments

This posting is covered by the Provincial Health Officer's mandatory COVID-19 vaccination orders and selected applicant(s) must comply.

Interior Health now offers assistance from an Aboriginal Employment Advisor. If you self-identify as Aboriginal (First Nations, Métis or Inuit) and if you would like assistance with internal career exploration, send your question via email to AboriginalEmployment@interiorhealth.ca to be redirected to the Employment Advisor. We invite applicants to self-identify as First nations, Métis, or Inuit within cover letters and/or resumes.