

JOB POSTING – Winnipeg, MB

Position Title Director of Pharmacy

Available: Permanent, Full-time

Department: Pharmacy Operations

Reports To: Chief Operating Officer

Objectives and Description:

First Canadian Health Management Corporation would like to introduce SpiritRx Services, a multiple award-winning pharmacy in Winnipeg. Formerly known as Grand Medicine, SpiritRx Services is owned by the Tribal Councils Investment Group of Manitoba. Our need is for a dedicated and enthusiastic senior-level Director of Pharmacy with an entrepreneurial spirit. An individual who has experience in a progressive Pharmacist role. A history or aptitude for Government Relations would be an asset.

The incumbent will be well-versed in:

- A modern automation pharmacy/fulfillment equipment and processes;
- Applicable Health and Safety requirements;
- The management skillsets necessary to implement and maintain a positive environment and culture; and,
- The leadership abilities necessary to be a strong contributor to the executive team having demonstrated experience in supporting and developing staff who can adapt to the ever-changing and growing service volume while focusing on optimal service excellence.

SpiritRx Services has been an industry leader in managing the fulfillment, logistics and delivery of service excellence in Pharmacy and Medical Supplies for nearly a generation. Our client has supported and maintained the bridge for much needed medicine and medical supplies on behalf of clients such as NIHB and CFS among many others. In its commitment to the Indigenous community, SpiritRx Services has been providing medication delivery and service to people in rural and remote communities as well as Health Centres and Nursing Stations throughout its history.

Key Responsibilities:

- **OWNERSHIP** - Total oversight, ownership, and accountability as the leader of multiple teams in a high-volume pharmacy operation, refining and developing/defining protocols for the delivery of patient care services.
- **ACCOUNTABILITY** - Acting as the Pharmacy Manager and QPIC, by refining and ensuring all workplace policies, processes/procedures, inspections, legislative/regulatory requirements and DEL/Pharmacy License protocols are managed, followed and audit-survivable. Ensuring legal and industry compliance is maintained with respect to dispensary and narcotic storage and organizing/overseeing all audit responses as required.
- **SUPPORT THE TEAM** - Work with the HR Team to evaluate roles of your direct reports (Pharmacists, Pharmacy Services Coordinator and other support staff), establish workflow and conduct hiring and training needs to fill any gaps in production and support our culture as a great place to work. Conduct second candidate interviews and provide decisions to hire.
- **MOTIVATE AND INSPIRE** - **Build pride and be the example of a leader who praises all staff's**

value towards the corporate mission. Be ready to roll up your sleeves, provide feedback and positive supports towards staff development. Maintain an open-door policy to promote staff communication and eliminate hesitancy to bring ideas and concerns.

- NETWORK FOR SUCCESS - collaborate, maintain reporting and metrics, document and communicate with internal and external stakeholders, physicians, other pharmacists, patients, and other health care professionals as a member of an interprofessional.
- POTENTIAL - Provide patient-centered, safe and coordinated care, supporting educational programs about medications, health and medication therapy, and participate in activities relating to improving population health.
- MANAGE THE BUSINESS - Oversee the inventory of controlled substances and physical pharmacy inventory and audit. Maintain staff licensing renewals. Maintain external vendor relationships, ensure proper scheduling/servicing of automation equipment to mitigate break downs and halting production.

Qualifications:

- Licensed Pharmacist (MB license), possessing knowledge of DEL and MDEL requirements
- 10+ years' experience in People management and pharmacy operations including inspections and audits
- Professional level Communication skills
- Government relations and contract authority aptitudes
- Knowledge of Pharmacy requirements for licensing, controlled substances, pharmacy workflow/processes
- Analytical and detail oriented
- Quick thinking and resolution focused
- Awareness of Indigenous Culture and knowledge of the communities considered an asset
- Proven work experience as a Director or Senior Manager or relevant role
- Technical knowledge, automation, Highly adept in Kroll, and Business Software literacy (MS Office applications, in particular)
- Excellent organizational skills, with an ability to prioritize important projects
- Demonstrated history of building a positive, team-based approach to pharmacy

Working Conditions/Physical Demands:

- Excellent hours: 9am – 5pm Monday to Friday
- Large Corporate Pharmacy and office environment
- Intermittent lifting of less than 30lbs
- Alternating sitting, walking and standing
- Office including a comfortable work station
- Flexibility in schedule as needed for business purposes

Benefits of Working with Grand Medicine:

An excellent compensation package awaits the successful candidate and will be commensurate with experience, knowledge and skill set

- Inclusive work environment and Team culture
 - Collaboration with Executive team to build new business prospects
 - Competitive compensation package and group benefits available to the right candidate
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For more information about our company, First Canadian Health, and our parent company, Tribal Councils Investment Group, please visit:

<http://www.spirithealthcare.ca/>

<https://firstcanadianhealth.biz/>

<http://www.tcig.biz/>

We encourage candidates of Indigenous ancestry including status and non-status First Nations, Metis and Inuit, to include this information in their cover letter when applying.

Resume's and CV's can be emailed to:

Human Resources Director: Cbajona@fchealth.biz

416-642-6372

At First Canadian Health, we embrace our diversity. We strive to attract, develop and retain a workforce that is as diverse as the customers we serve and to foster an inclusive work environment that embraces the strength of cultures and individuals. We are committed to fair recruitment, retention, advancement and compensation, and we administer all of our practices and programs without discrimination on the basis of race, ancestry, place of origin, colour, ethnic origin, citizenship, religion or religious beliefs, creed, sex (including pregnancy and pregnancy-related conditions), sexual orientation, genetic characteristics, veteran status, gender identity, gender expression, age, marital status, family status, disability, or any other ground protected by applicable law.

It is our priority to remove barriers to provide equal access to employment. A Human Resources representative will work with applicants who request a reasonable accommodation during the application process. All information shared during the accommodation request process will be stored and used in a manner that is consistent with applicable laws and First Canadian Health policies. To request a reasonable accommodation in the application process, contact cbajona@fchealth.biz