

PHARMACY MANAGER

A JOB DESCRIPTION



Front Range Pharmacy is looking to add to our team a motivated and driven pharmacist desiring a management position at our locally owned Englewood pharmacy. Our team is comprised of dedicated professionals who support one another and are always looking to innovate in ways that help our community find their way to better health. Customers and community come first at Front Range and we can't wait to add another passionate individual to our team to help us achieve our goals.

WHAT GREAT LOOKS LIKE IN THIS ROLE:

Our ideal candidate loves pharmacy and the station of pharmacist to it's core, and is driven by a passion to provide each of our patients a personalized, exceptional experience. In this role, you will have to connect with and listen to people in need, you will have to individualize your expertise to serve people on an individual basis, and you will need to thrive in being seen as a leader, decision maker, and manager of workflows. Critical thinking and analytical skills will need to pair with your doctorate level pharmacy knowledge to provide care that makes a difference and champions success in the health goals of our community. A candidate great in this role is always seeking collaboration for our team, finds certainty in their skills as a leader, enjoys making things from scratch, and isn't afraid to break something in order to make it better.

OBJECTIVES IN THIS ROLE:

- Provides leadership to all pharmacy staff, including creating an enriching, friendly environment that allows for success amongst all employees and the patients served by the organization.
- Continuously assesses external and internal environments and proactively discusses and assists in the development of short and long-term strategies to ensure the pharmacy is well-positioned for current and future success.
- Works closely with the Pharmacy Owner and other Staff Pharmacists to ensure the continued growth and successful outcomes for our company and the patients we serve.

DAILY AND MONTHLY RESPONSIBILITIES:

- Oversight and management of staff in the practice of the dispensing of prescription medications in various forms, all pharmacy related clinical programs, customer service and facility maintenance.
- Managing, measuring, and helping to improve the medication management system; ensuring quality outcomes through performance-improvement activities; leading drug utilization efforts and optimizing the use of information systems and technology.
- Maintaining good practices as established by owner and various governing bodies in order to provide consistent, transparent methods of pharmacy practice.
- Building collaborative relationships with providers, medical staff members, and ancillary staff at all partner organizations.
- Develop a rapport with our clientele that includes interest in their unique health journey and makes them feel prioritized.
- Ensuring that pharmacy services meet patient care needs and that drug therapy is as safe, effective, and cost-effective as possible.

WHAT THIS ROLE IS NOT:

- This role is not a PIC position in traditional chain pharmacy terms. This role will function in some ways as a traditional PIC does, but more so in a team and business management mode.
- This role is not easier or less stressful than a chain pharmacy management position. Odds are our volume is higher than your last pharmacy's and we offer much, much more in the way of pharmacy and clinical services. This role doesn't get bogged down in the corporate itemized list of needless tasks and your time is used in a thoughtful and productive way for the company, the staff, and the patient base it serves.

WHAT THIS ROLE IS NOT (CONT):

- This role is not a walk in and do everything right away role. There will be extensive support and training in the ways we serve. Your bandwidth to learn new things needs to be large but we will also never extend you in a way you feel uncomfortable when we are onboarding you into this role.

SKILLS AND QUALIFICATIONS:

Mandatory Requirements:

- Experience managing in a pharmacy, preferably an independent pharmacy.
- At least three years practicing pharmacy in a retail setting
- This position requires extensive walking and standing. Work is conducted in a traditional retail pharmacy environment and involves interactions with a variety of teammates and patients.
- Schedule includes weekdays and Saturdays
- Active Colorado pharmacy license is required and must be a certified pharmacist immunizer.

Preferred Qualifications:

- Experience using a robust pharmacy dispensing system.
- Experience in providing clinical services in a retail setting
- Experience managing a successful and profitable outpatient pharmacy.
- Experience managing medication compliance or sync program.
- Experience in initial interpretation and final evaluation of compounded medications.

BENEFITS AND REWARDS:

Highlights:

- Competitive salary, including store performance-based bonus
- 401k matching
- Paid vacation
- Business hours that allow you to be free on nights and weekends (Mon-Fri 9AM-6PM, Sat 9AM-2PM, closed on Sun)
- Store discount

Benefits:

- 401(k)
- 401(k) matching
- Employee discount
- Paid lunch break
- Paid time off
- Professional development assistance

Schedule:

- 8 hour shift
- Day shift
- Weekend shifts limited to 9-2 on just Saturday
- Supplemental pay types:
 - Holiday bonus pay
 - Subjective performance bonus pay