

# COUNTY OF SAN DIEGO

THE NOBLEST MOTIVE IS THE PUBLIC GOOD



## CHIEF PHARMACY OFFICER DIRECTOR, AGENCY OPERATIONS

### HEALTH & HUMAN SERVICES AGENCY

Anticipated Hiring Range \$160,000 to \$170,000

Excellent Benefits Package

[www.sandiegocounty.gov](http://www.sandiegocounty.gov)

# CHIEF PHARMACY OFFICER | COUNTY OF SAN DIEGO

## HEALTH AND HUMAN SERVICES AGENCY

The County of San Diego, Health & Human Services Agency (HHSA), invites applications from highly qualified individuals to serve as Chief Pharmacy Officer (CPO). This unclassified management position will work directly with the Chief Medical Officer and other clinical leaders to develop, implement, monitor, and evaluate HHSA pharmacy standards, models of best practices, and appropriate quality outcomes. The CPO will also provide advocacy and support regarding pharmacy scope of practice and other activities.

HHSA is one of five business groups of the San Diego County government with a budget of \$2.1 billion derived from Federal, State, and local funding, 6,405 HHSA employees, over 550 contracted providers, and hundreds of volunteers. HHSA is committed to advancing the County's vision of **Live Well San Diego**, which is Building Better Health, Living Safely, and Thriving. Based upon a foundation of community engagement and involvement, **Live Well San Diego** seeks to promote population health and wellness through collective impact. Please visit [Live Well San Diego](#).

## THE IDEAL CANDIDATE

HHSA is seeking a dynamic and innovative leader to develop and execute strategic plan initiatives for the pharmacies in the Health and Human Services Agency. A well-qualified candidate will possess experience and knowledge of principles and practices of Population Health, and Pharmacy Administration. They will be a strategic thinker adept at working amongst multiple Administrators while having the ability to operate with a high degree of independence.

The ideal candidate will also possess a professional history that demonstrates the following experience & leadership competencies:

- Experience collaborating with multiple disciplines, including hospital pharmacy and regulatory pharmacy, for the purpose of strategic planning, design, operation, and improvement of an organization's medication management system
- Dynamic leader with the ability to maintain rapport and collaborative practice across an organizational enterprise and with regional, state and national partners
- Experience formulating, implementing, and monitoring policies and procedures
- Commits self and others to improve performance and reach challenging goals, using data and evidence to drive results
- Carefully considers implications and impact of decisions across time and on others
- Demonstrates understanding of health care needs of diverse populations consisting of a variety of social, cultural and ethnic backgrounds
- Maintains a systems perspective in all activities and decisions
- Experience working within a large, complex, matrix organizational structure

## MINIMUM QUALIFICATIONS

A current and verifiable Pharmacist license, issued by the California State Board of Pharmacy AND graduation from an accredited U.S. college or university or a certified foreign studies equivalency in pharmacy AND five years of experience as a Pharmacist in one or more of the following health care settings: A pharmacy serving a skilled nursing facility, retail pharmacy, health plan or delegated plan medical group, clinics or hospital. Previous experience must have included at least one year of supervision.

A doctoral degree in pharmacy from an accredited U.S. college or university, or a certified foreign studies equivalency may substitute for two (2) years of experience and cannot be applied to the required one year of supervision.

## COMPENSATION

The annual salary range upon appointment for this position will be \$160,000 to \$170,000. Placement within this range is dependent upon the qualifications of the successful candidate. Annual salary reviews are performance-based and goal oriented.

## BENEFITS

The County provides fifteen days of paid vacation, thirteen days of paid sick leave, and thirteen paid holidays. The County pays up to \$17,000 annually towards health insurance, depending on the level of coverage (increasing by 7% up to \$18,000 in 2019). Employees may choose benefit options through a cafeteria plan. Employees may also choose to waive health insurance and receive up to \$5,000 annually in a Health Reimbursement Account or in a Dependent Daycare flex spending account. There is flexibility with seven medical plans to choose from, which include the following networks: Kaiser, Scripps, UCSD, Sharp, and Rady Children's Hospital.

The County of San Diego offers two dental plans (one includes orthodontia coverage) and VSP Signature Vision Plan, which includes glasses, contacts, and has coverage for Lasik surgery. The County also provides Life Insurance and Supplemental AD&D up to 2x your salary, as well as a Long-term Disability Insurance plan at no cost. There is an option to elect from additional voluntary benefit plans: Short-term Disability and Critical Illness/Cancer plans. In addition, the County offers deferred compensation 457 and 401a plans as well as a defined benefit Retirement plan. Please [click here](#) for information related to Retirement. Additionally, Relocation Allowance may be available.



## CHIEF PHARMACY OFFICER

Under the general direction of the Chief Medical Officer, the Chief Pharmacy Officer will provide oversight and assist with the implementation of goals, objectives, policies, procedures, and work standards for all HHSA pharmacy staff. The incumbent will work with staff from each division and region to standardize and implement pharmacy practices, and will review, analyze, and recommend modifications to HHSA pharmacy services based on community need. This position will work collaboratively with executives in HHSA and other County groups to ensure fidelity to the **Live Well San Diego** vision of Building Better Health, Living Safely and Thriving.

The Chief Pharmacy Officer will be responsible for:

- Formulating, evaluating, and implementing pharmacy policies and procedures
- Providing direction on enterprise wide policy and planning for pharmacy practices for all divisions/regions, including outpatient, inpatient mental health, and skilled nursing facility settings
- Ensuring that HHSA medication management and pharmacy practices conform to HIPAA, health regulations, codes, and legal requirements
- Planning, organizing, coordinating, and assisting with implementation and evaluation of Agency-wide pharmacy standards and medication management practices
- Developing procedures for quality assurance, including program and project monitoring, evaluation and cost effectiveness, identifying and implementing cost-saving plans and strategies, and identifying processes that promote optimal productivity
- Conducting ongoing strategic planning, research, and documentation of evidence based evaluations of health care strategies and activities



## THE COUNTY OF SAN DIEGO

The mission of the County of San Diego is to provide the residents of San Diego County with superior County services in terms of quality, timeliness, and value in order to improve the region's Quality of Life.

- The County covers 4,261 square miles, extending 75 miles along the Pacific Coast from Mexico to Orange County and inland 75 miles to Imperial County along the international border shared with Mexico.
- San Diego enjoys a wide variety of climate and terrain, from coastal plains and fertile inland valleys, to mountain ranges, forests, and the Anza-Borrego Desert. The average annual rainfall is only 10 inches.
- The County is governed by a five-member Board of Supervisors elected to four-year terms in district, non-partisan elections.
- There are 18 incorporated cities and a large number of unincorporated communities.
- County services are provided by five business groups, that are headed by General Managers, who report to the Chief Administrative Officer (CAO).
- The County has a budget of \$6.3 billion and provides services to the residents of the County through approximately 17,500 employees in 42 different departments.

## GENERAL MANAGEMENT SYSTEM

The County engages in a continuous cycle of planning, implementing, evaluating, and renewing the planning process. The County's comprehensive guide for managing this cyclic process is called the General Management System (GMS). By communicating and adhering to this business model, the County of San Diego is able to maintain an organizational culture that values transparency, accountability, innovation, and fiscal discipline which provides focused, meaningful public services.

# APPLICATION PROCESS AND RECRUITMENT SCHEDULE

Résumés may be submitted online at [www.sandiegocounty.gov/hr](http://www.sandiegocounty.gov/hr); select the link for jobs.

Résumés should include academic degrees held and dates conferred, employment history and positions held, dates of service, areas of experience, levels of responsibility, reporting structure, key duties performed, and number of direct reports or staff.

An evaluation board will convene to review submittals and identify top competitors to be considered for further evaluation.

**The first review date of résumés will be Tuesday, October 2, 2018.**

## SPECIAL NOTES

Persons serving in positions in the Unclassified Service do not accrue tenure and serve at the pleasure of the appointing authority. The provisions of this job announcement may be modified or revoked and do not constitute an expressed or implied contract. Qualified women, minorities, and persons with disabilities are encouraged to apply. Reasonable accommodation may be made to enable an individual with qualified disabilities to perform the essential functions of a job, on a case-by-case basis.

The County of San Diego and its employees embrace the **Live Well San Diego** vision: A region that is Building Better Health, Living Safely and Thriving. For more information, visit [www.livewellsd.org](http://www.livewellsd.org).



Under California Government Code Sections 3100 - 3109, public employees are designated as **disaster service workers**. The term "public employees" includes all persons employed by the state or any **county**, city, state agency, or public district. Disaster service workers are required to participate in such disaster service activities as may be assigned to them by their employer or by law.



The County of San Diego is committed to valuing diversity and practicing inclusion because our diverse workforce is our greatest asset and our customers are our number one priority.

## CONTACT INFORMATION

You may direct any questions regarding the application and selection process to Brandy Winterbottom-Whitney, Deputy Director of Human Resources at [Brandy.Winterbottom-Whitney@sdcounty.ca.gov](mailto:Brandy.Winterbottom-Whitney@sdcounty.ca.gov) or (858) 505-6324. Questions about the position or department should be directed to Kimberly Evers, Group Human Resources Director for the Health and Human Services Agency at [Kimberly.Evers@sdcounty.ca.gov](mailto:Kimberly.Evers@sdcounty.ca.gov) or (619) 515-6546.

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