



Chief Pharmacy Officer - Director, Agency Operations

Health & Human Services Agency

Anticipated Hiring Range: \$225,000 - \$235,000 Annually

SanDiegoCounty.gov





Chief Pharmacy Officer

The County of San Diego, Health & Human Services Agency (HHS), invites applications from highly qualified individuals to serve as Chief Pharmacy Officer (CPO). This unclassified management position will work directly with HHS, Behavioral Health Services and other clinical leaders to develop, implement, monitor, and evaluate 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.

Under the general direction of clinical and operational leadership, the Chief Pharmacy Officer will provide oversight and assist with the implementation of goals, objectives, policies, procedures, and work standards for all pharmacy staff. The incumbent will work with staff from each department that the pharmacy supports to standardize and implement pharmacy practices, and will review, analyze, and recommend modifications to County-provided pharmacy services based on community need. This position will work collaboratively with executives in HHS, Behavioral Health Services and other County groups to ensure alignment to the County vision of a just, sustainable, and resilient future for all.

The Chief Pharmacy Officer will be responsible for:

- Directing, planning, organizing, and coordinating the overall operations of pharmacies supporting Behavioral Health Services programs and facilities, Public Health Centers, and other pharmacy services
- Formulating, evaluating, and implementing pharmacy policies and procedures
- Providing direction on enterprise-wide policy and planning for pharmacy practices for all clinical settings, including outpatient, inpatient mental health, and skilled nursing facility settings
- Ensuring that medication management and pharmacy practices conform to HIPAA, health regulations, codes, and legal requirements
- Planning, organizing, coordinating, and assisting with implementation and evaluation of 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

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.

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



Health and Human Services Agency

The County of San Diego Health and Human Services Agency (HHSA) provides vital health, housing, and social services to more than 3.3 million residents across 18 cities, 18 federally recognized tribal reservations, 16 major naval and military installations, and the unincorporated areas of the County.

About one in every three county residents is a direct recipient of HHSA services each year, emphasizing the critical role the Agency plays as a robust service network contributing to a region that is Building Better Health, Living Safely, and Thriving. This vision is played out in a collective effort called [Live Well San Diego](#).

[Learn more about HHSA.](#)

The Ideal Candidate

HHSA is seeking a dynamic and innovative leader to develop and execute strategic plan initiatives for County-operated pharmacies. 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



Compensation & Benefits

The anticipated hiring salary range for this position is \$225,000- \$235,000 annually. Annual salary reviews are performance based and goal oriented.

- 15 days of paid vacation, 12 paid holidays, 2 paid floating holidays, 13 days of paid sick leave, 10 days of executive time-off, and a total of 3 days of paid emergency child and/or older adult care leave per year
- Medical, dental, and vision plans
- Disability Insurance, Life Insurance, and Accidental Death/Dismemberment Insurance
- Flexible Management Benefit Package – a monthly credit may be used to select benefits from a group of options
- Defined benefit retirement program
- Reciprocity with other governmental retirement systems may be granted; for more information, visit [San Diego County Employees Retirement Association](#)
- Deferred Compensation Program 457 and 401(a) plans
- May be eligible for a relocation allowance up to \$20,000
- View the detailed Benefit Plan for [Unclassified Management \(UCL\)](#)



Why San Diego?

Enjoy a lifestyle that balances work and play:

- Pristine Coastline: Over 70 miles of beaches.
- Mild Weather: Average 72°F with 10.4 inches of annual rainfall.
- Diverse Geography: Snow-capped mountains, deserts, and vibrant cities.
- Culture & Entertainment: Petco Park, Gaslamp Quarter dining, and multicultural experiences.

County of San Diego Vision & Value



The County of San Diego and its employees embrace the vision of a just, sustainable, and resilient future for all. Our values include: integrity, equity, access, belonging, excellence, and sustainability. Each of which are infused throughout our operations. While also embracing a mission of strengthening our communities with innovative, inclusive, and data driven services through a skilled and supported workforce. Click here for more information on our [Strategic Plan \(sandiegocounty.gov\)](https://www.sandiegocounty.gov).



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.

How to Apply

Application Process And Recruitment Schedule

1. Complete the online application at www.sandiegocounty.gov/hr; select Current Job Postings, Job Number 26226708U.
2. Attach your résumé and cover letter.
3. Attach a copy of your college degree, final transcripts or foreign studies equivalency certificate (if education was obtained outside of the U.S.)

Key Dates:

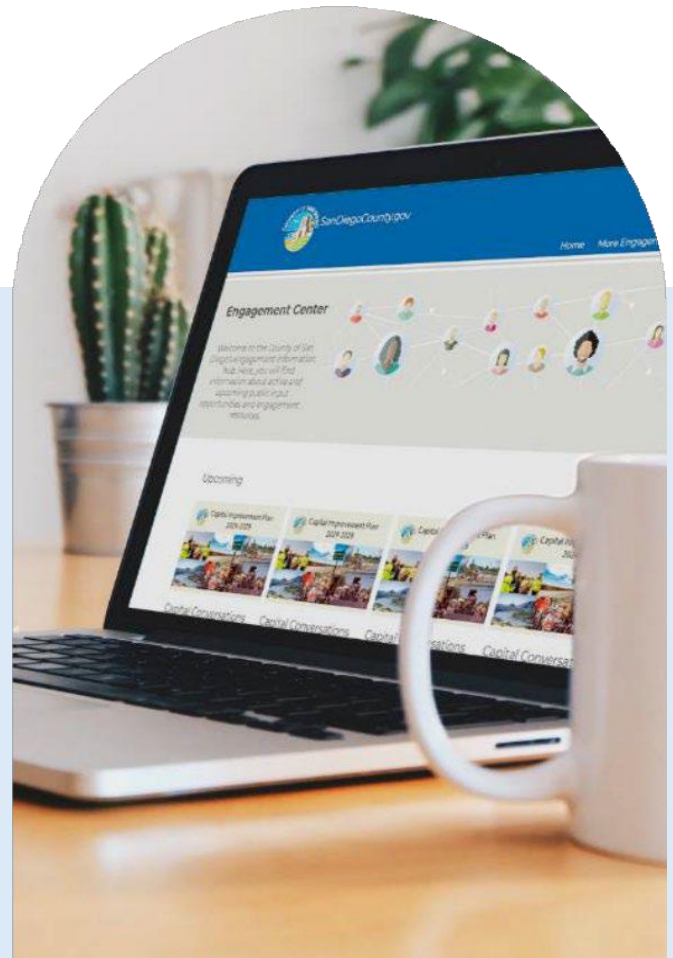
- Interviews: Anticipated week of October 5, 2026
- Offer Date: Anticipated November 2026

Special Notes

The Department of Human Resources removes personally identifiable information from all recruitments. This practice, called Blind Applicant Screening, hides a candidate's personal information that could influence or bias a hiring decision. Personal information includes name, phone number, address, gender, age and race. This process helps contribute to a fair and equitable selection process leading to a more diverse and inclusive workforce.

The most highly qualified candidates, based on the evaluation results, will be referred for an interview. Be sure to include your experience in meeting the minimum requirements in both the Work Experience section and the Supplemental Questionnaire section of the Application.

Resumes will not be accepted in lieu of the application Work History and/or supplemental questionnaire



Contact Information

You may direct any questions regarding the application and selection process to Bryan Faircloth, Executive Recruiter at Bryan.Faircloth@sdcounty.ca.gov.

