

FGC Health is seeking an engaging Pharmacy Operations Specialist to join their management team. FGC Health's mission is to become a leading consumer health services platform by meeting the medication therapy needs of our consumers at our retail locations, at home and digitally. FGC Health believes in investing in the human approach to healthcare.

## Responsibilities include but are not limited to:

### People Leadership

- Identifying and developing potential Pharmacy Managers, hiring Pharmacy Managers, coordinating training and communicating job expectations
- Evaluating, coaching and managing Pharmacy Managers' performance
- Leading transitions for Pharmacy Managers at newly acquired locations, as well as newly hired and transferred hires, to ensure smooth integration and adoption of/compliance with company standards and procedures

### Business Development

- Reviewing pharmacy count, sales, margins and expenses to monitor financial results of each pharmacy
- Assessing each pharmacy's actual versus potential financial results and growth within its marketplace
- Identifying performance gaps and potential growth areas for each pharmacy to reach its maximum potential
- Partnering with Pharmacy Managers to develop and implement Store-specific strategies that deliver results congruent with their assessed potential
- Partnering with the Clinical Services Manager to communicate and monitor implementation and results of new/revised clinical services programs
- Optimizing the performance of pharmacy business processes and components by identifying performance gaps, providing guidance, information and direction to improve results

### Business Planning & Reporting

- Collaborating with senior management to set pharmacy operations strategies and tactical plans that accomplish company goals and facilitate business evolution
- Communicating with Vice-President, Business Development on progress, issues and proposed solutions
- Participating in the annual budgeting process

## QUALIFICATIONS

- Licenced Pharmacist with a Bachelor Science Degree in Pharmacy
- Seasoned, process-minded individual with a minimum of 5 years of demonstrated progressive experience, including 3-5+ years in pharmacy operations
- Exceptional capacity for leading people; a team-builder who has experience in scaling up teams; ability to connect clinical staff both on an individual level and in groups
- Capacity to enforce accountability; ability to develop and empower staff from the bottom up, while leading from the top
- Results - proven track record of exceeding goals with a bottom-line orientation; able to make good decisions through a combination of analysis, wisdom, experience, and judgment
- General Management—thorough understanding of finance, systems, HR and lean concepts with a proven track record in understanding a full range of business functions
- Able to travel extensively throughout the region
- Excellent written and oral communication skills, with a high level of technical proficiency
- Strong presentation, employee management, and project implementation skills

If you believe you are able to make a strong contribution as the **Pharmacy Operations Specialist**, submit your resume in confidence to **Alyssa Raindahl, Research Associate** at [Alyssa@legacybowes.com](mailto:Alyssa@legacybowes.com) quoting #213504.

If you would like more information about this role, please contact Alyssa at 204-934-8834 or visit <http://bit.ly/FGC-H>