



### Who We Are

With great respect, we acknowledge that the College of Pharmacists of BC (CPBC) is located on the unceded territories of the hən̓q̓əmi̓n̓əm speaking peoples – x̱w̱məθḵw̱əy̱əm (Musqueam Nation), seil̓il̓w̱it̓ul̓h (Tsleil-Waututh Nation), and the S̱ḵw̱x̱w̱ú7mesh-ulh Sn̓íchim speaking peoples - S̱ḵw̱x̱w̱ú7mesh Úx̱w̱m̱ix̱w (Squamish Nation) whose historical relationships with the land continue to this day. As a health regulator, our responsibility is to protect the health and safety of individuals accessing pharmacy care by licensing and regulating pharmacists, pharmacy technicians and the pharmacies where they practice in order to ensure they deliver qualified, safe, and ethical care.

Having embarked on a collective journey with health regulators in BC towards creating safer spaces for Indigenous partnerships, CPBC is focused on developing and enabling alternative dispute resolution mechanisms to uphold the legal plurality that exists between Westernized systems and traditional Indigenous methodologies.

CPBC is committed to addressing Indigenous-specific racism and other forms of discrimination both in healthcare and within regulatory structures. We believe in integrity, transparency, and relational partnerships. As part of this team, you can expect to be treated with dignity and respect. CPBC staff contribute to a positive work-life balance and personal health and wellness through their commitment to voluntary interest committees aimed at promoting cultural safety, equity, and social and environmental initiatives.

### Our Values

#### Accountability

- *We value the importance of our work and take responsibility for our decisions, words and actions.*

#### Integrity

- *We act ethically, honestly and in good faith.*

#### Indigenous Cultural Safety and Humility

- *We help to ensure that Indigenous Peoples have access to a culturally safe healthcare system, free from Indigenous-specific racism.*

#### Respect

- *We value the feelings, culture and preferences of others and recognize that they are as important as our own.*

### Our Diversity, Equity and Inclusion Commitment

CPBC is committed to helping our health system become culturally safe and free from Indigenous-specific racism. As recognized in our updated Strategic Plan and the [In Plain Sight](#) report and acknowledged as a gap in our staff complement at CPBC, we are very interested in recruiting Indigenous individuals and encourage them to apply.

We are committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. CPBC seeks to attract, retain, and develop a qualified, capable, and diverse workforce that is reflective of all our communities. We are committed to employment equity by ensuring all human resource practices comply with the provisions of the Human Rights Code, address unintentional bias and are impartial, fair and honest. CPBC also fosters a welcoming, inclusive, and respectful environment where ongoing diversity, equity and inclusion learning and training are offered; cultural and social awareness are provided; and religious observances are acknowledged.

## About the Role

Based in Vancouver, CPBC is seeking a leader with expertise in regulation or public policy and partner engagement to serve as Director of Policy, Standards and Practice (PSP). Reporting to the Chief Legal Officer, this permanent full-time role leads PSP's strategic and operational priorities, overseeing the regulatory framework for safe, ethical and competent pharmacy practice and pharmacy operations. Working closely with Legal Services, the Director provides leadership in developing and modernizing bylaws, standards, policies, and guidance in support of CPBC's public protection mandate, while leading a multidisciplinary team and serving as the primary liaison with external partners.

The successful candidate holds a graduate degree in a policy-related field and brings at least 10 years of progressive leadership experience in policy development, program oversight, and/or regulatory decision-making, or an equivalent combination of education and experience. Experience in a regulatory or government environment is required, along with strong knowledge of relevant legislation and the health care system in British Columbia and Canada. A background in law or pharmacy is an asset, as is a demonstrated commitment to anti-racism, diversity, equity and inclusion, and Indigenous Cultural Safety. The successful candidate will be ready to contribute immediately.

## Essential Duties

- Provides leadership and oversight for a multidisciplinary team of up to 10 policy analysts and pharmacy policy consultants,
- Leads or supports the management of projects related to policies and standards, including the following tasks: developing project plans; planning organizational and project resources; developing and implementing consultations, setting priorities, monitoring progress to ensure outcomes meet expectations; taking required actions to ensure timelines and expectations are met.
- Leads the design and implementation of a structured, multi-year cycle for the review and revision of CPBC bylaws including all professional standards, ensuring they are periodically evaluated against relevant factors.
- Develops, implements, and manages the Professional Standards Advisors Program, Practice Support Program, the Drug Scheduling Program, and other specified CPBC programs.
- Develops and implements business practices and processes within the PSP Department that contribute to effective CPBC performance and maximize operational efficiencies, including development of annual operating budgets for the PSP Department and making recommendations for capital expenditures.
- Identifies opportunities for improvement and streamlines processes; identifies key performance measures and key risk indicators; monitors and reports on achievement of targets and revises strategies and plans as needed.
- Develops methods to assess the operational performance of the PSP Department.
- Communicates and shares information, knowledge, and expertise related to the PSP Department and its activities internally and externally as required.
- Liaises with partners such as other health regulatory bodies and the Ministry of Health on legislation and policy development and ongoing issues relating to professional practice or pharmacy operations.
- Presents information, policy advice and recommendations to the Board on PSP Department projects for information or decision-making purposes.
- Stays informed on current issues and new and emerging developments in the various policy, practice and business environments that are relevant to CPBC's mandate and disseminates relevant information internally among CPBC staff as appropriate.

## Qualifications, Skills and Knowledge

- Master's degree or other graduate-level education in a policy-related or policy-adjacent field (e.g., leadership, public administration, public policy, health policy, health systems, health administration, administrative law, health law, regulatory law)
- At least 10 years of recent, relevant work experience in leadership/management roles demonstrating progressive responsibility across roles involving policy development, program oversight, and/or regulatory decision-making (or an equivalent combination of education and experience)
- Experience working in a regulatory and/or government organization
- Experience with regulatory or public policy development and partner engagement
- A legal or pharmacy background is an asset
- Anti-racism and/or diversity, equity and inclusion training or equivalent self-directed training is an asset
- Indigenous Cultural Safety training or equivalent self-directed training is an asset
- Working knowledge of provincial and federal legislation applicable to pharmacy practice, pharmacy operations, and drug distribution in Canada
- Comprehensive knowledge of the health care system in British Columbia and across Canada
- Exceptional written communication and analytical thinking skills
- Strong verbal communication skills, including demonstrated proficiency in delivering presentations to, and sharing research findings with partners
- Strong problem-solving, critical thinking and analytical skills, including demonstrated proficiency in recommending solutions
- Demonstrated proficiency in using appropriate techniques to facilitate effective change management
- Digital acumen with a high degree of comfort in adopting or using appropriate technologies
- Proficient in Microsoft 365 products and Microsoft Teams
- Strong systems thinker, with a high level of critical and logical thinking, analysis and reasoning to identify underlying principles, reasons or facts
- Strong leadership skills and an ability to build and/or maintain a high-performing team
- Strong partner engagement abilities with a commitment to building an effective and dynamic organizational culture
- Ability to build and maintain effective working relationships with all partners
- Emotional intelligence with an ability to be understanding and manage own emotions
- Ability to maintain objectivity and fairness
- Ability to be approachable and actively listen
- Ability to maintain tact when dealing with diverse groups of people with different personalities
- High level of integrity, diplomacy and discretion when working with confidential and/or sensitive information, and to exercise good judgment in using and protecting such information
- Strong detail orientation and drive for accuracy
- Ability to use a common-sense approach and demonstrate sound judgment
- Ability to consistently deliver results on time and under pressure
- Commitment to continual learning and a drive for intellectual curiosity to innovate and improve

## Salary and Benefits

The salary range for this position is \$150K to \$165K annually based on a 35-hour work week. The starting salary will be determined based on factors such as the successful candidate's job-related knowledge, skills, experience; salaries of other employees in the same salary range; market conditions and other relevant factors.

CPBC provides a competitive compensation; an attractive paid time off package that gives annual vacation, personal days, and additional days off during the year-end office closure; and extended benefits that include healthcare and a defined benefit plan with the Municipal Pension Plan. We have a flexible work environment that includes a hybrid work model with an assigned schedule. We offer opportunities for personal and professional growth; provide flexibility; strive for work-life balance; and provide an excellent and dynamic work environment where innovation, teamwork and creativity are highly valued.

## How to Apply

CPBC offers accommodation for applicants with disabilities to take part in the selection process. Please let us know if an accommodation is required when you are contacted about an interview and/or assessment. All information in relation to accommodation is kept confidential.

Please submit a cover letter and resume to [hr@bcpharmacists.org](mailto:hr@bcpharmacists.org) by end of day **Monday, June 1, 2026**. This opportunity will remain posted until filled; however, priority consideration will be given to those who apply by the deadline. References, education and professional credential verifications, and a criminal record check may be required for all final candidates.

*\*Please note that applications will not be kept on file and only applicants selected for an interview will be contacted.*