



### Who We Are

With great respect, we acknowledge that the College of Pharmacists of BC (CPBC) is located on the unceded territories of the hən̓q̓əmi̓n̓əḥ speaking peoples – x̱w̱məθḵw̱əy̱əm (Musqueam Nation), sel̓íl̓wítulh (Tsleil-Waututh Nation), and the S̱ḵw̱x̱w̱ú7mesh-ulh Sníchim speaking peoples - S̱ḵw̱x̱w̱ú7mesh Úxwumíxw (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 the BC lower mainland, CPBC is seeking a skilled practising lawyer with broad expertise in regulatory investigations to serve as **Senior Legal Counsel, Inspections and Investigations**. Reporting to the Chief Legal Officer, this permanent, full-time role provides expert legal advice, strategic and tactical investigative guidance, and procedural oversight to staff employed as investigators under CPBC's governing legislation. The position works to ensure CPBC's post-licensing inspection, monitoring, investigation, and conduct remediation processes for pharmacy professionals, pharmacies, and pharmacy owners are lawful, efficient, procedurally fair, defensible, timely, evidence-based, risk-based, trauma-informed, and aligned with CPBC's mandate to protect the public from harm and discrimination. This position is dedicated primarily to supporting the programs and activities of the Conduct, Inquiry and Remediation (CIR), Special Investigations (SI), and Inspections and Practice Monitoring (IPM) Departments, at all stages of their respective departmental processes.

## Essential Duties

- Generally, provides advice and recommendations to the Registrar, responsible Deputy Registrar, and staff of the three departments throughout the inspection/investigation lifecycle.
- Provides day-to-day advice and recommendations for triaging of administrative matters, regulatory complaints, and regulatory reports, to determine jurisdiction, urgency and appropriate investigative pathways.
- Provides day-to-day advice and recommendations on the planning and conduct of inspections and investigations of pharmacy professionals, pharmacies and pharmacy owners for the purposes of case-finding of non-compliance or responding to regulatory complaints or information received.
- Advises investigators on conduct of interviews including interview planning, privilege issues, questioning strategies, and dealing with represented parties.
- Advises investigators on managing chain of custody for evidence collected in inspections or investigations.
- Advises on privacy and FOI matters related to the three departments, such as breach response and privacy requirements arising out of inspections, investigations, or related proceedings or matters.
- Reviews and advises on content and form of draft inspection or investigation reports, and reviews or drafts other inspection or investigation-related documents.
- Serves as primary legal advisor to CPBC's Investigation Committee (except when the committee requires independent legal advice).
- Advises and represents CPBC in all matters involving interaction with the Director of Discipline and/or the Discipline Panels under the *Health Professions and Occupations Act* (HPOA).
- Advises and represents CPBC in all timeliness reviews and complaint disposition reviews conducted by the Health Professions Review Board (HPRB).
- Advises and, as applicable, represents CPBC in respect of internal reconsiderations and reviews arising from the work of the three departments.
- Consults with Chief Legal Officer on retention of external counsel for judicial review proceedings arising out of the work of the three departments, and instructs external counsel retained for that purpose.
- Advises on activities conducted as part of CPBC's unauthorized practice monitoring program.
- Advises on and supports CPBC's responses to oversight processes conducted by the Superintendent of the Health Professions and Occupations Regulatory Oversight Office, as they relate to the three departments.
- Reviews or drafts bylaws and departmental and Investigation Committee policies and procedures to ensure legal compliance and best practices.
- Provides legal training and information to staff and Investigation Committee members.
- Liaises and collaborates with government and other regulatory bodies and law enforcement agencies on issues of legislation, professional regulation, compliance, monitoring and enforcement.

### Qualifications, Skills and Knowledge

- Bachelor of Laws or Juris Doctor degree.
- Member of the Law Society of British Columbia, in good standing and holding a practising certificate.
- At least seven years of recent, relevant work experience as a practising lawyer in administrative, regulatory, Crown Counsel/criminal, or human rights settings, with some experience in related areas such as enterprise risk management or FOI/privacy.
- Anti-racism and/or diversity, equity and inclusion training or equivalent self-directed training.
- Indigenous Cultural Safety training or equivalent self-directed training.
- Experience working in government or a professional regulatory organization.
- Experience representing public bodies before courts or administrative tribunals.
- Experience conducting professional disciplinary hearings or prosecuting criminal trials.
- Experience advising investigators on the legal aspects of planning and conducting sensitive, complex regulatory investigations.
- Alternative dispute resolution and facilitation/mediation education and experience is an asset.
- Advanced knowledge of Canadian administrative law jurisprudence and professional regulation processes.
- Working knowledge of provincial and federal legislation relevant to pharmacy practice and regulation.
- Broad knowledge of the health care system.
- Understanding of equity, diversity, inclusion, and cultural humility as they apply to health care is an asset.
- Understanding of distinctions-based legal principles and legal pluralism is an asset.
- Knowledge of Canadian colonial impacts on Indigenous Peoples in social and health contexts, including social, economic, political, and historical realities impacting Indigenous communities and knowledge of Indigenous-specific anti-racism and accompanying reports (e.g. The Truth & Reconciliation Commission's 94 Calls to Action (2015), and the In Plain Sight Report (2020)), is an asset.
- Capacity to demonstrate adaptability and flexibility in an evolving work environment.
- Ability to use initiative, problem-solve, and take appropriate action when unforeseen circumstances arise.
- Exceptional written communication skills.
- Exceptional research, critical thinking and analytical skills and demonstrated proficiency in summarizing complex information and recommending solutions.
- Effective verbal communication skills, including demonstrated proficiency in delivering presentations and ability to use audience appropriate communication and language to present information and convey concepts that are confidential, complex, and sensitive in nature.
- Demonstrated knowledge of how to apply appropriate techniques to facilitate effective change management.
- Intermediate computer skills and proficient in Microsoft 365 products and Microsoft Teams.
- 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.
- High level of 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/sensitive information.
- Strong detail orientation and drive for accuracy.
- Ability to use a common-sense approach and demonstrate sound judgement.
- Superior organizational skills, experience in managing a high volume of work and large caseload, and the ability to handle diverse situations as they arise.
- Ability to consistently deliver results on time and under pressure.
- Commitment to continual learning and a drive for intellectual curiosity to innovate and improve.

## What We Offer

The salary range for this position is \$145K 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 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 supports and 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, July 13, 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 only applicants selected for an interview will be contacted.*