

Chief Executive Officer British Columbia Pharmacy Association

The British Columbia Pharmacy Association (BCPhA) is seeking an accomplished, strategic, and highly credible executive to serve as its next Chief Executive Officer. This is a significant leadership opportunity to advance the role, influence, and sustainability of community pharmacy across British Columbia at a time of continued change in health care delivery, policy, regulation, and member needs.

Position: Chief Executive Officer
Reports to: Board of Directors
Location: Vancouver, British Columbia
Salary: \$200,000 - \$250,000/yr

The Opportunity

BCPhA is the recognized voice of community pharmacy in British Columbia, representing more than 5,000 pharmacists, pharmacies, and pharmacy students across the province. As a voluntary, member-based association, BCPhA advances the professional, economic, and policy interests of community pharmacy and supports members in delivering accessible, high-quality care in their communities.

Reporting to the Board of Directors, the CEO will provide overall leadership, strategic direction, and operational oversight for the Association. As BCPhA's chief strategist, principal advocate, and lead relationship-builder, the CEO will translate Board priorities into clear organizational direction, measurable outcomes, and sustained sector influence.

The successful candidate will be an accomplished executive who can lead in a complex, regulated environment; negotiate effectively with government and health system leaders; strengthen organizational sustainability; and position BCPhA as an authoritative, credible, and forward-looking voice for community pharmacy in British Columbia.

Key Accountabilities

- **Advocacy, government relations, and sector influence:** Develops and executes a comprehensive government and stakeholder relations strategy aligned with Board priorities and the Association's strategic plan. Serves as the principal spokesperson and lead negotiator with the Ministry of Health, private payers, policymakers, and key health system partners on issues including pharmacy funding models, regulatory reform, business sustainability, scope of practice expansion, and appropriate compensation for expanded pharmacist services.
- **Strategic leadership and execution:** Leads the development, refinement, and execution of the Association's strategic plan in partnership with the Board. Translates strategic priorities into annual operating plans, performance measures, and organizational accountabilities, and provides clear, regular reporting on progress, risks, and results.

- **Board partnership and governance support:** Builds a strong, transparent, and productive partnership with the Board of Directors. Provides timely strategic advice on legislative, regulatory, payer, financial, and sector developments; supports effective governance processes; and ensures the Board has the information required for sound oversight and decision-making.
- **Financial stewardship and organizational sustainability:** Maintains full accountability for the Association's financial performance and long-term sustainability. Oversees budgeting, forecasting, financial planning, revenue strategy, internal controls, audit readiness, and risk management, ensuring resources are aligned to strategic priorities and organizational resilience.
- **Member value and engagement:** Strengthens BCPhA's value proposition by maintaining meaningful dialogue with pharmacy owners, pharmacists, and students across the province. Ensures the Association remains responsive to member needs, advances priorities that matter to the sector, and drives membership growth, retention, and engagement.
- **Stakeholder and relationship management:** Cultivates productive, high-trust relationships with regulators, health authorities, academic institutions, national associations, and other health professional partners. Represents the Association in formal and informal forums and advances collaboration that supports the profile, sustainability, and influence of community pharmacy.
- **Organizational leadership and culture:** Leads, develops, and evaluates the senior team and fosters a culture of accountability, performance, professionalism, innovation, and service excellence. Ensures the Association has the people, systems, and operating discipline required to deliver on its mandate.
- **Risk, compliance, and organizational effectiveness:** Identifies emerging policy, reputational, operational, and financial risks and develops mitigation strategies. Ensures compliance with applicable legislation, bylaws, governance standards, and sound management practices appropriate to a member-based organization operating in a regulated profession.

Ideal Candidate Profile

- While previous Chief Executive Officer experience is considered an asset, BCPhA recognizes that exceptional leaders may be ready to take the next step into an executive leadership role. Candidates who have demonstrated significant success in senior leadership positions, with experience influencing strategy, leading complex initiatives, managing stakeholder relationships, and driving organizational results, are encouraged to apply.
- A university degree is required; a graduate degree or relevant executive-level credential is considered an asset.
- Senior executive experience with accountability for strategy, operations, people leadership, and organizational performance in a complex environment, ideally within a member-based, not-for-profit, health-care, or advocacy organization.

- Proven success leading government relations, public policy advocacy, and high-level negotiations with public sector decision-makers, payers, regulators, or comparable external stakeholders.
- Significant financial leadership experience, including budgeting, forecasting, long-term planning, resource allocation, risk management, and organizational sustainability.
- Demonstrated experience reporting to and partnering effectively with a Board of Directors, including supporting governance processes and enabling effective oversight.
- Experience working in or alongside a regulated profession, health-care environment, or similarly complex policy and compliance context is strongly preferred.
- **Strategic and operational acumen:** Demonstrated ability to lead through complexity, assess emerging trends and risks, and convert strategic intent into measurable organizational outcomes.
- Exceptional written, verbal, and interpersonal communication skills, with the credibility, judgment, and presence to serve as a persuasive spokesperson and trusted advisor.
- Knowledge of the Canadian health-care system, and ideally the British Columbia health policy environment, is a strong asset.

Leadership Attributes

- **Strategic leadership:** Thinks at an enterprise level, anticipates change, and aligns people, priorities, and resources to long-term organizational goals.
- **Advocacy and influence:** Brings credibility, judgment, and resilience to complex negotiations and advocacy efforts, and can influence diverse stakeholders in support of community pharmacy.
- **Relationship building:** Establishes trust quickly and sustains productive relationships with government, members, partners, staff, and the Board.
- **Business and financial acumen:** Applies sound judgment to financial, operational, and strategic decisions, with a clear focus on sustainability and results.
- **Governance maturity:** Understands the distinct roles of governance and management and works effectively in partnership with a Board of Directors.
- **Innovation and adaptability:** Recognizes emerging opportunities, challenges conventional approaches where appropriate, and leads change with confidence and discipline.
- **Accountability and execution:** Sets high standards, measures performance, follows through on commitments, and holds self and others accountable for outcomes.
- **People leadership:** Builds strong teams, develops talent, fosters inclusion and professionalism, and creates a culture of engagement, performance, and continuous improvement.

- **Integrity and judgment:** Demonstrates sound ethics, discretion, and professionalism, and acts in the best interests of the Association and its members.
- **Communication presence:** Communicates with clarity, conviction, and diplomacy across a range of settings, from Board discussions and member engagement to public settings.

To Apply

We welcome applications from Leaders who are motivated by public policy, member service, health system impact, and the opportunity to strengthen community pharmacy across British Columbia. Interested candidates are invited to submit a cover letter and resume outlining their relevant leadership experience and interest in the role to Info@hummingbee.ca.

BCPhA is committed to an inclusive, equitable, and accessible recruitment process. Accommodation is available upon request for candidates participating in all aspects of the selection process.