

Dose of Knowledge



CAREER PROFILE

Pharmacy Business Leader^{1,2}

Who are they?

Business leaders in pharmacy management are often called district leaders, regional directors, or other similar titles. They lead through other managers, including Pharmacy Managers, to support their teams in providing optimal health outcomes for their patients, exceptional patient experiences, developing their team and their individual career progression, and making sound business decisions.

They also guide their Pharmacy Managers to oversee patient safety, provide regulatory oversight, and ensure the highest level of integrity in reporting and investigating patient safety or drug loss incidents.

These leaders cultivate and maintain a healthy pharmacist talent pipeline. This includes overseeing the development of interns, recruitment of new PharmD graduates, and in-store career progression for float and staff pharmacists to maintain a strong pharmacy manager pool.

What do they do?

As licensed pharmacists themselves, these professionals bring deep knowledge of pharmacy workflow and clinical programs to help their teams. These professional business leaders provide:

- clinical and business oversight of multiple retail pharmacies with an average team headcount of 100–200 persons.
- overall responsibility for patient safety and business success in their market.
- a focus on building and developing a team of pharmacy managers who deliver unparalleled care and patient connection.
- supporting Pharmacy Managers to analyze the operation of the pharmacy, complete root cause analysis on identified areas to improve, construct and implement improvement plans, and celebrate team success.
- adherence to all legal and regulatory guidelines while setting and communicating district priorities, based on corporate and regional direction.
- fostering a positive environment that allows their Pharmacy Managers to embrace change by building a deep understanding of the value behind the change.

How do I become one?

Required Qualifications:

- An active pharmacist license in the state where the district is located.
- 5+ years as a practicing Pharmacist, ideally within a retail setting.

Preferred Qualifications:

- PharmD preferred
- 3+ years of experience as a multi-unit manager
- 8–10 years of related work experience

Job Outlook

- Employment of medical and health services managers, such as a pharmacy business leader, is projected to grow 28% from 2022 to 2032, much faster than the average for all occupations.
- About 54,700 openings for medical and health services managers are projected each year, on average, over the decade.

Salary Range

- The typical pay range for this role is: \$123,857.50–\$266,800.
- The median annual wage for medical and health services managers was \$110,680 in May 2023.
- The lowest 10% earned less than \$67,900, and the highest 10% earned more than \$216,750.

Education/Training

A Bachelor's of Science Degree in Pharmacy or Doctor of Pharmacy is required for most pharmacy business leader positions.

1 <https://www.bls.gov/ooh/healthcare/pharmacists.htm>

2 <https://jobs.cvshealth.com>