

NOW HIRING

PHARMACY SENIOR DIRECTOR

SEARCH JUNE 2025

HOW TO APPLY

Interested candidates should submit a cover letter, resume, and salary expectations using the online application on the kpCompanies.com website:
<https://kpcompanies.com/careers>

Joelle Allen:
joelle@kpcompanies.com or
952-220-9939 with questions.

All submissions shall be received in strictest confidence.



kpCompanies is leading the search for a strategic and collaborative Pharmacy Senior Director to join Hennepin Healthcare.

This is an exceptional opportunity for an experienced pharmacist leader with a deep understanding of healthcare delivery, pharmacy operations, and the complexities of 340B programs to shape the future of a progressive and community-anchored health system.

ABOUT HENNEPIN HEALTHCARE

Hennepin Healthcare is an integrated system of care that includes HCMC, a nationally recognized Level I Adult Trauma Center and Level I Pediatric Trauma Center, and a comprehensive acute care hospital. The system encompasses a 473-bed academic medical center, a large outpatient Clinic & Specialty Center, and a network of community clinics in Minneapolis and suburban Hennepin County. Additionally, it features a robust psychiatric program, home care services, a research institute, philanthropic foundation, and EMS operations.

Hennepin Healthcare's Pharmacy operations span a comprehensive and dynamic network that includes inpatient and outpatient pharmacy services, mail order and specialty pharmacies, medication therapy management (MTM), infusion services, community pharmacy locations and a robust pharmacy revenue team. The system also houses the Minnesota Poison Control System and plays a central role in optimizing medication use and safety across the care continuum. Pharmacy operations at Hennepin are distinguished by their integration with the broader clinical enterprise and their commitment to innovation, clinical excellence, and equity. This includes active engagement in drug use policy, formulary management, and transitions of care, as well as leadership in pharmacy informatics and automation. The pharmacy enterprise also plays a pivotal role in navigating the complexities of the 340B pricing program and its compliance, and supports professional development through multiple accredited PGY1/PGY2 residency programs including leadership and our newest Emergency Medicine.

Operating under Hennepin Healthcare System, Inc., a subsidiary of Hennepin County, the organization is deeply committed to equitable healthcare and advancing health outcomes for all people through culturally responsive, community-centered care.

ABOUT THE POSITION



THE POSITION SUMMARY

The Pharmacy Senior Director provides strategic, administrative, and operational leadership over all pharmacy and medication management services within Hennepin Healthcare. These services include acute and community pharmacy operations, clinic- and infusion-based services, mail and specialty pharmacies, MTM services, pharmacy revenue management, and oversight of the Regional Poison Center.

This senior leader drives alignment with system-wide goals through cross-functional collaboration, robust compliance frameworks, and innovative cost-effective medication management strategies. A critical aspect of this role is the leadership of the Health System Pharmacy Administration and Leadership (HSPAL) residency program and the capacity to oversee and navigate the complex regulatory and pricing landscape of the 340B program.

ABOUT THE POSITION

KEY RESPONSIBILITIES

Strategic Leadership

- Develop and implement pharmacy strategic plans aligned with Hennepin Healthcare's goals.
- Translate organizational strategies into actionable department-level initiatives.
- Lead innovation in care delivery, medication safety, and pharmacy informatics.

Operations and Compliance

- Oversee comprehensive pharmacy services, ensuring regulatory compliance and operational efficiency.
- Lead budget planning, performance monitoring, and cost containment strategies.
- Direct implementation of clinical drug use and care management initiatives across the enterprise.

Talent and Program Development

- Provide mentorship and professional development opportunities for the pharmacy team.
- Serve as the Residency Program Director (RPD) for the HSPAL program.
- Cultivate internal talent and build a strong, future-ready pharmacy leadership pipeline.

Collaboration and Partnerships

- Build strategic alliances across departments and with local, state, and national pharmacy leaders.
- Communicate effectively with leadership across Hennepin Healthcare to enhance medication management practices.
- Ensure pharmacy operations reflect and support patient-centered care models.

ABOUT THE POSITION

QUALIFICATIONS

Minimum Qualifications

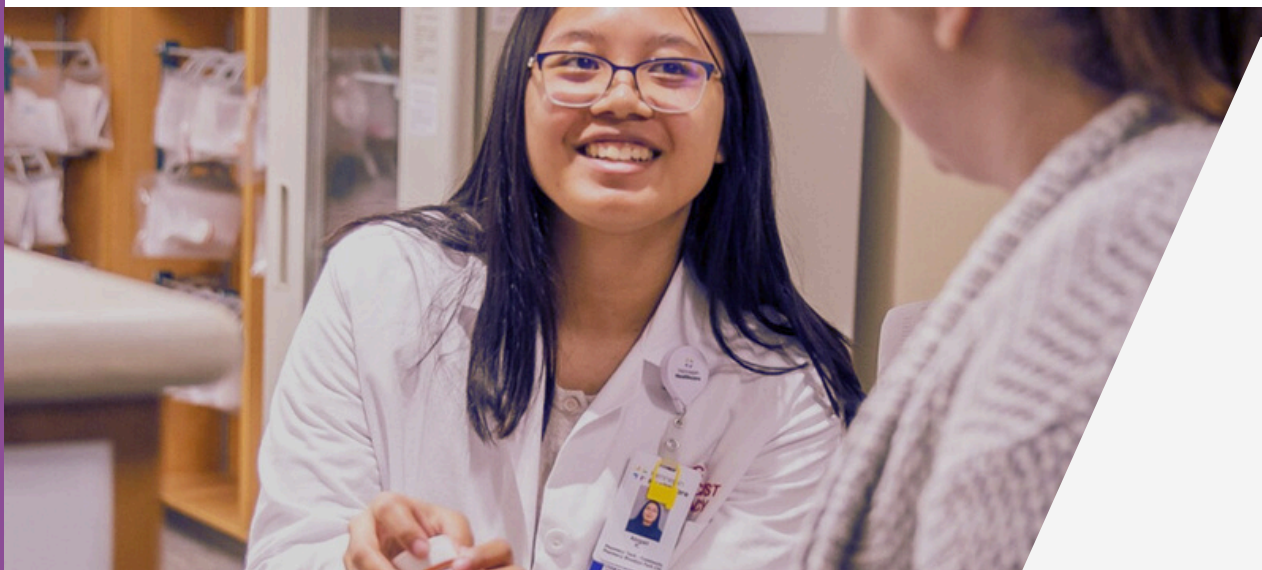
- 7–10 years of progressive pharmacy management in retail and/or inpatient settings.
- Current pharmacist license in Minnesota.

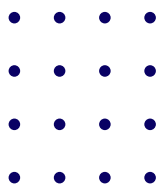
Preferred Qualifications

- Administrative residency and/or Pharm.D. degree.
- Master's degree in pharmacy or business administration.
- Experience with 340B program operations and regulatory compliance.
- Background in residency programs (as a preceptor or RPD).
- EPIC system experience and active engagement in pharmacy professional organizations.

Skills and Attributes

- Proven leadership in team development and strategic execution.
- Strong analytical skills and the ability to design customer-focused processes.
- Ability to manage large budgets and implement cost-reduction strategies.
- Deep commitment to collaboration, safety, and service excellence.





EQUITY, SALARY DISCLOSURE, AND EQUAL OPPORTUNITY

kpCompanies believes in and is committed to practices that create real equity and pay parity for all, regardless of background or identity. As part of this commitment, we discuss compensation transparently with every qualified candidate during their first interview to ensure that no one is left guessing or disadvantaged in the process. The expected salary range for this role is competitive and based on both experience and internal equity, with a full range of \$194,000 to \$292,000. We anticipate the final salary will land near the midpoint of that range. In addition to salary, this role comes with a comprehensive benefits package, including medical, dental, and vision insurance; life and disability coverage (both short- and long-term); retirement benefits; generous paid time off; and reimbursement for licensure and certifications where applicable. We believe compensation transparency is an essential step toward building a truly inclusive and equitable workplace.

Both kpCompanies and Hennepin Healthcare are equal-opportunity employers. All applicants are considered without regard to race, ethnicity, religion, gender identity, age, ability, sexual orientation, veteran status, or any other legally protected status.





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