



Who We Are

Founded in 1891, the College of Pharmacists of British Columbia is located on the traditional, ancestral and unceded lands of the xʷməθkʷəʔəm (Musqueam), Sḵw̓xwú7mesh (Squamish), and səliłwətał (Tsleil-Waututh). The College is a BC health regulatory body and is a vital link in the chain of trust between patients, pharmacists and pharmacy technicians; Its job is to protect the health and safety of the public by licensing and regulating pharmacists and pharmacy technicians and the pharmacies where they practice. The College is responsible for making sure every pharmacist and pharmacy technician in BC is fully qualified and able to provide the public with safe and ethical pharmacy care.

Achieving Excellence Canada's Gold Certification further establishes the College as a modern, relevant and progressive organization, which is able to continue to fulfill its duty to protect the public within an ever-changing provincial health landscape. The College believes in integrity, transparency, and excellence. As part of our team, you can expect to be treated professionally and with respect. We strive to work hard as a team to succeed, while supporting our staff in achieving a healthy work-life balance.

Our Values

Accountability

- *We value the importance of our work and take responsibility for our decision, 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

The College 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 the College, we are very interested in recruiting Indigenous individuals and encourage their applications.

We are committed to fostering, cultivating, and preserving a culture of diversity, equity and inclusion. The College 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. The College 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, the College is seeking to hire an individual with at least 5 years of relevant risk management work experience to take on the permanent full-time position of **Enterprise Risk Manager** (ERM). The successful candidate is experienced in risks identification, risk analysis, risk treatment, risk financing, data modeling, and the implementation of risk management strategies.

This new position is responsible for integrating risk management strategies within both organizational and project-specific frameworks at the College. The ERM monitors external and internal landscape, identifying potential threats and opportunities, and ensuring that proactive measures are in place. Reporting to the PMO Manager, the ERM collaborates closely with project managers to embed risk considerations into every phase of the project lifecycle, fortifying the College's commitment to excellence, integrity, and proactive foresight.

Key Responsibilities

- Data Modeling & Analysis – Utilize advanced data modeling techniques to identify patterns, forecast potential risks, and derive actionable insights.
- Storytelling with Data – Possess a unique skill set of translating data-driven findings into compelling narratives.
- Data Presentation – Present data using charts, graphs, and other visualization tools, ensuring that both technical and non-technical audiences can grasp the significance of the data and its implications.
- Integrated Risk Strategy – Ensure that both organizational and project-specific risk strategies are cohesively aligned, spanning the broader enterprise and individual project initiatives.
- Environmental Analysis – Conduct in-depth environmental scans to understand the evolving landscape, considering both external and internal data points.
- Meticulous Risk Identification – Engage in risk identification at both the enterprise and project levels, using data to back up and highlight key areas of concern.
- Comprehensive Risk Assessments – Execute risk assessments, leveraging data to determine potential impact and likelihood, and presenting these findings in an accessible manner.
- Monitoring and Reporting Maintenance – Maintain a corporate-wide risk register, integrating data-driven insights to keep the document dynamic and relevant.
- Standardized Risk Practices – Align with international standards ensuring data-driven consistency in risk assessment across the enterprise and within projects.
- Partners Communication – Collaborate with various partners, using data to support discussions, highlight concerns, and guide decision-making.
- Resource Recommendations – Provide data-informed suggestions on resource allocation, optimizing outcomes at every level.
- Continuous Risk Monitoring – Monitor risks with a data-centric approach, offering real-time updates supported by tangible evidence.
- Engagement with Health Authorities and other Partners – Use data to guide collaborations with health regulatory bodies and other partners, ensuring a synchronization of risk management practices.
- Training & Knowledge Sharing – Conduct sessions where data-driven insights and techniques are shared, elevating the entire organization's understanding and approach to risk.
- Post-Project Analysis – After project completion, contribute data-backed insights to the "lessons learned" repository, refining both future project and enterprise risk strategies.
- Regulatory Compliance – Monitor compliance through data, ensuring adherence to local, provincial, and national regulatory requirements at every level.

Key Responsibilities *(Continued)*

- Integration with the Program Management Office – Seamlessly integrate data-driven risk management insights into the PMO's broader strategy and day-to-day operations.
- Public Awareness & Perception – Evaluate public sentiment and awareness using data analytics, ensuring alignment between perception and organizational objectives.
- Business Continuity Management & Planning – Develop and maintain comprehensive business continuity plans, ensuring they are integrated with overall risk management strategies.
- Disaster Recovery – Create and implement disaster recovery procedures to minimize risk and ensure rapid response in emergency situations.
- Emergency Preparedness – Collaborate with relevant departments and the Executive Team to ensure the organization is well-prepared for potential emergencies, including the development of evacuation plans and safety protocols.
- Fire Safety and Evacuation Plans – Contribute to and support the development and regular updating of fire safety and evacuation plans, in conjunction with the Facilities team, ensuring compliance with regulatory standards.
- Occupational Health and Safety (OHS) – Work closely with the OHS Committee, Facilities Team, and others, to integrate safety and health risk assessments into the broader risk management framework.

Qualifications, Skills and Knowledge

- Bachelor's degree in risk management, business, finance, or a related field with 5 years of relevant experience (or an equivalent combination of education and experience).
- Risk management designation preferred, such as the CRM.
- Proven experience in risks identification, risk analysis, risk treatment, risk financing, data modeling, and implementing risk management strategies.
- Familiarity with project management methodologies is preferred and beneficial.
- Previous experience in a healthcare or regulatory environment is an asset.
- Ability to prioritize and manage multiple risk-related tasks and deadlines effectively.
- Strong leadership skills with an ability to maintain a high-performing team.
- Emotional intelligence, approachability, and active listening skills.
- Ability to maintain objectivity, fairness, and tact when dealing with a diverse group of individuals.
- Diplomacy and discretion, particularly when handling confidential or sensitive information.
- Strong detail orientation and a drive for accuracy.
- Commitment to continual learning and intellectual curiosity to innovate in the field of risk management.
- Integrate risk management seamlessly with existing College activities, ensuring a unified risk approach across departments.
- Engage and secure support from partners at all levels for risk management initiatives, enhancing understanding and collaboration.
- Identify and escalate critical risks in a timely manner to the appropriate levels, ensuring effective response and mitigation.
- Maintain acute awareness of leading risk indicators, critical success factors, and KPIs, and their influence on the College's risk posture.
- Assess and articulate the College's risk tolerance and appetite, aligning risk management strategies with organizational expectations.
- Strong analytical skills with proficiency in data modeling and risk assessment.

Qualifications, Skills and Knowledge *(Continued)*

- Ability to communicate complex data and risk information effectively to various levels within an organization.
- Experience in using risk management software tools and understanding of best practices.
- Capacity to interpret and execute approved policies, strategic directions, and operational functions within the scope of risk management.
- Demonstrated ability to manage and reconcile differing perspectives, develop consensus, and secure cooperation from partners and team members.
- Proficient in Microsoft Office Professional (Intermediate to Advanced level) and other relevant data analysis tools.

What We Offer

The salary range for this position is \$90,000 to \$110,000 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.

The College 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

The College 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 by end of day **Monday, June 23, 2024**. 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.*