Who We Are

Founded in 1891, the College of Pharmacists of British Columbia is located on the traditional, ancestral and unceded lands of the xʷməθkʷəy̓əm (Musqueam), Sḵwx̱wú7mesh (Squamish), and səlilwətaɬ (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 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 proven experience in a senior leadership role, with a focus on strategic planning, data management and technology governance to take on the permanent full-time position of **Information Technology Director**. The successful candidate has a bachelor's degree in business administration, Information Technology, or a related field; master's degree is preferred. The position is primarily responsible for leveraging information management tools and information technology to support the College's commitments, drive efficiency and innovation.

Reporting to the COO, the information Technology Director will lead a team of IT professionals, overseeing both technical and non-technical initiatives, while also ensuring that the College's technology infrastructure remains secure, reliable, and aligned with our organizational goals. Additionally, this role is responsible for evaluating the risks and rewards associated with artificial intelligence (AI) adoption, guiding our approach to AI implementation, and maximizing its potential to enhance our operations and services. The director will play a key role in enhancing the College's information management and data management capabilities while maintaining regulatory compliance, data security, and ethical considerations.

Key Responsibilities

- Provides strategic technology leadership - creates strategic and operational alignment with the College's goals throughout the IT department including but not limited to maintenance, security, policy development, continuous improvement, and risk management.
- Leads initiatives to modernize our technology infrastructure, enhancing our ability to monitor, enforce, and report on regulatory compliance. Evaluates emerging technologies, including AI, and assess their potential impact on our regulatory processes and operations.
- Working with the Information Technology Manager to implement, monitor, and maintain the Information Management and Information Technology (IM/IT) program for the College - IM/IT initiatives are successfully implemented according to project objectives.
- Manages vendors and compliance technology partnerships - ensuring their products and services meet College business requirements.
- Working with the PMO Manager to ensure that project delivery best practises are followed and aligned with College's policies and procedure - Process improvements or innovations implemented within the IM/IT program, resulting in cost savings, efficiency gains, or enhanced service delivery.
- Builds strong relationships with department heads, in particular Information and Privacy Management and the Program Management Office (PMO).
- Creates and maintains multi-year resource plans to ensure the College has the right technical and people resources required to maintain core program delivery and new initiatives - department budgets are developed and managed, including operational expenses, capital expenditures, and project costs.
- Accomplishes financial objectives by forecasting requirements; preparing an annual operational budget; scheduling expenditures; analysing variances; and initiating corrective action.
- Collaborates and sometimes leads the Information Management and Data Management strategies for the College.
- Ensures that the College and specific partners have access to data and reports that are secure, accurate, and insightful.
- Maintains professional and technical knowledge by attending seminars; reviewing professional research and literature; establishing personal networks; benchmarking state-of-the-art practices.

Qualifications, Skills and Knowledge

- Bachelor's degree in business administration, Information Technology, or a related field; master's degree is preferred.
- Over 5 years of proven experience in a senior leadership role, with a focus on strategic planning, project management and technology governance.
- Strong understanding of information management principles, data governance, and emerging technologies, including AI.
- Excellent leadership, communication, and stakeholder management skills, with the ability to influence and collaborate across departments and levels of the organization.
- Strategic thinker with the ability to translate business needs into technology solutions and drive innovation to achieve organizational objectives.
- Strong understanding of regulatory compliance requirements and standards, including data security, privacy, and cloud governance.
- Experience developing and implementing cloud strategies, infrastructure plans, and workforce development initiatives.
- Anti-racism and/or diversity, equity and inclusion training or equivalent self-directed training is an asset.
- Indigenous Cultural Safety training or equivalent self-directed training is an asset.
- Comprehensive knowledge of IT infrastructure.
- Knowledgeable in Software Development Life Cycle and methodologies.
- Strong written and verbal communication skills.
- Demonstrated proficiency in using appropriate techniques to facilitate effective change management.
- Strong digital and business acumen, including demonstrated knowledge of adopting or using appropriate technologies.
- Project management certification (e.g., PMP) and experience leading cross-functional project teams in regulatory environments and experience leading complex IT projects.
- Knowledge of compliance technology solutions, such as regulatory reporting systems, surveillance tools, and risk management platforms.
- Experience in risk management and impact assessment, particularly in assessing the risks associated with technology adoption.
- Understanding of ethical considerations and regulatory guidelines related to AI adoption in operational processes.
- Knowledge of emerging technologies, including AI, and their applications in regulatory environments
- Experience evaluating and selecting technology vendors, negotiating contracts, and managing vendor relationships.
- Familiarity with IT governance frameworks, such as COBIT or ITIL, and their application in regulatory compliance.
- Demonstrated ability to navigate complex regulatory challenges, balance competing priorities, and drive technology-driven initiatives to enhance operational effectiveness.

What We Offer

The salary range for this position is $126,000 – $155,000 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 **Tuesday May 7, 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.