



california
pharmacists
association

Position Fact Sheet

California Pharmacists Association Chief Executive Officer

Sacramento, CA
November 18, 2019



Celebrating over 40 years of excellence

This Position Fact Sheet is intended to provide information about the California Pharmacists Association and the position of Chief Executive Officer. It is designed to assist qualified individuals in assessing their interest.



COMPANY OVERVIEW

Our client, the California Pharmacists Association (CPhA) was founded in 1869 and is the largest and most influential state association representing pharmacists. A national thought leader and convener in their field, CPhA (cpa.com) represents pharmacists, technicians, and student pharmacists from all practice settings. These practice settings include community pharmacies (both independent owners and employees working in chain drug stores), hospitals & health-systems, and specialty practices such as compounding, managed care, and long-term care.

The CPhA mission is to advance the practice of pharmacy for the promotion of health. To do so, its 2019-2021 strategic plan puts emphasis on doubling the membership and doubling the revenue of CPhA, as well as on membership retention and generationally based member outreach. The organization, with 4,000-5,000 members and a \$2-3M annual budget, is fiscally sound, with plans to continue to grow and invest wisely. Member benefits include advocacy efforts at the State Capitol, access to insurance programs, and professional development. Annual events are designed to enhance members' professional skills through leadership, legislative and policy-making experiences, continuing education courses, social interactions with pharmacy leaders, and a wealth of volunteer opportunities.

As an employer, CPhA offers a culture of inclusiveness and collaboration where all experiences and opinions from the staff team members matter. In this organization, you will develop professional relationships with the entire team of 16 and benefit from the experiences of all levels and positions. CPhA is an organization without a rigid and complex hierarchy; staff are encouraged to brainstorm and solve problems in ways that foster creative thinking, while respecting everyone's opinions. It is an open-door environment where hard work is rewarded. While CPhA supports a professional workplace every day, they augment this with casual attire on Fridays when they find they do their most creative work.

CPhA supports a contemporary work environment with unique perks and benefits. For example, CPhA is a dog-friendly office where, on any given day, you're likely to find one of the staff's furry friends lounging around the office or stopping by your





desk for a game of fetch or a belly rub. Professionally, CPhA invests in the growth and development of all its team members. The association funds membership in relevant professional associations and attendance at relevant regional, state, and national conferences and continuing education programs.

POSITION SUMMARY

The California Pharmacists Association Chief Executive Officer (CEO) is a visionary leader with strong long-term and strategic thinking capabilities, able to execute against objectives, communicate effectively, and bring innovation to the advancement of the practice of pharmacy. The CEO is responsible for all executive and administrative decisions and actions with regard to the management of the Association.

The CEO is responsible for developing, analyzing, and communicating relevant health policy issues; collaborating with CPhA lobbyists and legal counsel on regulatory and legislative issues; communicating with key opinion leaders and influencers; developing valued membership benefits; and overseeing the CPhA-PAC board of directors and strategy.

As the leader of the 17-member staff team, the CEO provides daily management and oversight to staff operations and decisions. The CEO is responsible for the hiring and terminating of all staff.

The CEO reports directly to the 14-member CPhA Board of Trustees, serves as the Secretary of the Association, and is a non-voting member of the Board of Trustees.

This position represents an outstanding opportunity to provide a high-visibility leadership role in an influential, statewide organization which is capable of significant growth and substantial national impact. The new CEO will take CPhA to a higher level of prominence in California and across the United States.





EXPECTED OUTCOMES

It is expected that the Chief Executive Officer will achieve the following during the first year:

Within the first three months...

- Will identify and meet with Board of Trustees, staff, and other stakeholders to begin building relationships and perspectives
- Will become familiar with the organization, its current initiatives, legislative agenda, structure, and strategic plan to date

Within the first six months...

- Will, in conjunction with the Board of Trustees, finalize the strategic plan and begin implementation

Within the first year...

- Will be seen as an engaged and effective leader of the association and the profession
- Will have increased revenue and membership by at least 10%
- Will be seen as stewarding an organization that is fiscally sound, growing, and the national leader

EXPERIENCE and COMPETENCIES (in priority order)

Successful candidates will have the following combination of experience and competencies that will allow them to achieve the outcomes noted above:

- Association management experience of at least seven years; statewide association preferred
- Management experience with a minimum of \$2-3M P&L responsibility and ten staff
- Significant experience with public speaking and media relations
- Experience working with a Board (could be as a volunteer)





- Healthcare industry experience or experience in another highly regulated industry preferred
- Experience in California government affairs (state legislature and regulatory boards) preferred
- Communication skills; oral, written, body language
- Exudes professionalism, executive presence, and gravitas
- Responsive; a customer-service mentality
- Performance-driven/trendsetter
- Tech savvy

EDUCATION

Successful candidates will have the following education that will allow them to achieve the outcomes noted above:

- Undergraduate degree required; graduate degree preferred
- CAE preferred
- PharmD a plus

WORK STYLE and PERSONALITY

The ideal candidate will possess a work style and personality that will create an excellent fit with the organization's culture and structure:

- Demonstrating leadership of the profession at every level
- Passionate about the mission and serving the members
- Data-driven
- Mapped to the strategic plan
- Built on purpose, performance, and staff empowerment
- Collaborative



THE COMMUNITY

This position is located in Sacramento, the capital of California and the county seat of Sacramento County. Sacramento is located at the confluence of the Sacramento and American Rivers and is connected to the San Francisco Bay by a channel through the Sacramento River Delta. The Mediterranean climate is characterized by damp, mild winters and hot, dry summers. Sacramento is a place where different interests, tastes and lifestyles abound, with something to accommodate all of them.

The city of Sacramento is the cultural and economic center of the Sacramento metropolitan area, the fourth largest city in California and the 25th largest in the U.S. Local universities include California State University, the University of the Pacific's McGeorge School of Law, and the University of California, in nearby Davis. The UC Davis Medical Center, a world-renowned research hospital, is one of 19 hospitals in the Sacramento region.

The Sacramento region is experiencing a profound shift in its competitive position, in large part due to an influx of entrepreneurs, businesses, and creative professionals. The Greater Sacramento Area is a top employer in life sciences and health services. As part of the agriculturally rich Central Valley, Sacramento is at the forefront of agritech innovation and is considered America's Farm-to-Fork capital.

Sacramento is also home to the NBA Sacramento Kings, the Sacramento River Cats (the San Francisco Giant's AAA baseball team), and the Sacramento Republic FC, a USL Professional soccer team. Recently, the MLS awarded Sacramento the rights to become the league's 29th soccer team and begin major league play in 2022. The club will build a new, \$350 million, 20,000-seat soccer stadium in the downtown Railyards District. This comes on the heels of the recently opened Golden 1 Center, a high-tech basketball and entertainment arena, starting a downtown renaissance.

The Crocker Art Museum is one of the leading art museums in California and is currently planning a \$40 million expansion. The Sacramento metropolitan area boasts more than 200 parks, four public golf courses, and is known for outdoor recreation including hiking, skiing, canoeing, kayaking, running, and biking.





The world-renowned Napa Valley is an hour's drive away. San Francisco, Lake Tahoe, and more than a dozen ski resorts are less than a two-hour drive from Sacramento.

For more information on Sacramento's business climate, please visit the Greater Sacramento Economic Council's website www.selectsacramento.com.

COMPENSATION AND INTERVIEW PROCESS

The compensation package includes a competitive base salary of \$280,000-\$300,000 plus bonus potential of 10-20%, a contribution to your 401(k), and premium health and wellness benefits.

Pre-screened, selected candidates will be invited to interview in Sacramento, CA with the Search Committee on January 8, 2020, with second interviews the following morning.

PROCEDURE FOR CANDIDACY

For confidential consideration, at your earliest convenience and no later than December 13, 2019, please email your chronological resume (to include description and size of current/prior organizations and responsibilities) and compensation expectations to:

CPhA-CEO@wilcoxcareer.com

WILCOX MILLER & NELSON CONTACT

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