San Pasqual Economic Development Corporation
Job Vacancy

Position Title: Pharmacist	**Posting Date: 10/22/2026**
Position Reports to: Clinic Administrator	**Employment Category: Full-Time/Exempt**
Salary: Commensurate with Experience	**Closing Date: Until Filled**

POSITION SUMMARY

The Pharmacist is responsible for providing safe, effective, and high-quality pharmaceutical care to patients at the San Pasqual Health Clinic. This position is responsible for reviewing and dispensing prescription medications, verifying medication orders, providing patient education and medication counseling, and ensuring the safe and appropriate use of medications. The Pharmacist works collaboratively with physicians, nurse practitioners, and other healthcare professionals to support patient-centered care, optimize medication therapy, and promote positive health outcomes. This position is responsible for maintaining accurate pharmacy records, overseeing pharmacy operations and pharmacy technician activities, and ensuring compliance with applicable federal and state pharmacy laws, regulations, and established San Pasqual Health Clinic policies and procedures.

PRINCIPAL DUTIES AND RESPONSIBILITIES

- Reviews, verifies, prepares, compounds when appropriate, and dispenses prescription medications in accordance with authorized prescriber orders, applicable pharmacy laws and regulations, and established San Pasqual Health Clinic policies and procedures.
- Evaluates prescriptions for accuracy, completeness, appropriate dosage, potential drug interactions, contraindications, allergies, and other medication-related concerns to ensure patient safety.
- Provides medication counseling and education to patients regarding proper medication use, dosage, administration, potential side effects, drug interactions, and storage requirements.
- Collaborates with physicians, nurse practitioners, and other healthcare professionals to support appropriate medication therapy, improve patient outcomes, and promote safe and effective pharmaceutical care.
- Oversees and verifies the accurate processing and billing of prescription claims, including medication quantities, days' supply, insurance information, and reimbursement requirements.
- Provides professional guidance, training, and oversight to pharmacy technicians, pharmacy support staff, and interns, as applicable, to ensure compliance with established pharmacy practices and procedures.
- Ensures medications are accurately prepared, packaged, labeled, stored, and dispensed in accordance with applicable laws, regulations, and pharmacy standards.
- Maintains accurate and complete patient medication profiles, prescription records, pharmacy documentation, and inventory records using established pharmacy information systems.

- Oversees the ordering, receiving, storage, inventory management, and proper handling of prescription medications and pharmaceutical supplies to maintain adequate inventory levels and minimize waste.
- Ensures proper management, documentation, inventory, security, and accountability of controlled substances in accordance with applicable federal and state laws, regulations, and established clinic policies and procedures.
- Conducts or oversees routine inventory reviews, controlled substance audits, and medication expiration checks to ensure accuracy, compliance, and patient safety.
- Establishes and maintains pharmacy quality assurance procedures, medication safety practices, infection prevention measures, and appropriate disposal of expired, recalled, or hazardous medications.
- Identifies, documents, and addresses medication errors, adverse drug reactions, and other medication-related concerns in accordance with established reporting and quality improvement procedures.
- Collaborates with healthcare providers and other appropriate personnel to identify clinically appropriate and cost-effective medication alternatives while maintaining high standards of patient care.
- Assists in developing, implementing, and maintaining pharmacy policies, procedures, and operational practices to support efficient and compliant pharmacy services.
- Maintains current knowledge of pharmaceutical developments, medication therapies, and applicable pharmacy laws and regulations through continuing education and professional development.
- Participates in required training, staff meetings, and quality improvement activities.

Note: Nothing in this job posting restricts management's right to assign or reassign applicable duties and responsibilities for this position at any time.

QUALIFICATIONS, SKILLS, AND EXPERIENCE

REQUIRED EDUCATION AND EXPERIENCE:

- Must possess a Bachelor of Science in Pharmacy (B.S. Pharmacy) or Doctor of Pharmacy (Pharm.D.) degree from an accredited pharmacy program.
- Must possess a current, active, and unrestricted Pharmacist license issued by the California State Board of Pharmacy and maintain licensure in good standing throughout employment.
- Minimum of two (2) years of professional experience as a licensed Pharmacist, preferably in a retail, outpatient, community, or healthcare clinic pharmacy setting.
- Must complete required training related to patient confidentiality, HIPAA privacy and security, medication safety, and other applicable healthcare compliance requirements.
- Must possess a valid state driver's license.
- Must successfully pass a comprehensive background investigation, including a Public Law 101-630 background investigation, as applicable, and pre-employment and random drug testing in accordance with Tribal policy.

REQUIRED KNOWLEDGE, SKILLS, AND COMPETENCIES

- Thorough knowledge of pharmaceutical principles, medication therapy, drug interactions, contraindications, dosage calculations, and safe medication administration practices.
- Knowledge of applicable federal and state pharmacy laws, regulations, controlled substance requirements, and professional standards of pharmacy practice.

- Knowledge of prescription processing, medication dispensing, pharmaceutical inventory management, and pharmacy quality assurance procedures.
- Knowledge of medication safety practices, infection prevention and control procedures, and appropriate handling and disposal of pharmaceutical and hazardous waste.
- Ability to accurately review, interpret, verify, and dispense prescriptions while identifying potential medication errors, adverse drug interactions, and patient safety concerns.
- Ability to perform pharmaceutical calculations, including medication dosages, concentrations, quantities, and days' supply, with a high degree of accuracy.
- Ability to provide clear and effective medication counseling and education to patients regarding proper medication use, potential side effects, drug interactions, and storage requirements.
- Ability to operate pharmacy management systems, electronic health records (EHR), prescription processing software, and standard office equipment.
- Ability to maintain accurate, complete, organized, and confidential patient medication records, prescription documentation, and pharmacy inventory records.
- Strong analytical, critical thinking, and problem-solving skills with the ability to evaluate medication-related concerns and make sound professional decisions.
- Ability to communicate effectively, both verbally and in writing, with patients, families, healthcare providers, and other clinic personnel from diverse backgrounds.
- Ability to provide professional guidance, training, and oversight to Pharmacy Technicians and other pharmacy support personnel, as assigned.
- Ability to organize and prioritize multiple responsibilities, maintain attention to detail, and work efficiently in a fast-paced healthcare environment.
- Ability to work independently and collaboratively as part of a multidisciplinary healthcare team while maintaining professional standards and accountability.
- Ability to demonstrate professionalism, integrity, cultural sensitivity, and respect when interacting with patients, coworkers, and the Tribal community.
- Ability to maintain patient confidentiality and comply with applicable privacy and security requirements, including HIPAA and established San Pasqual Health Clinic policies and procedures.
- Ability to adapt to changing priorities, respond appropriately to unexpected situations, and maintain a high level of accuracy and patient safety.
- Ability to follow established safety and security procedures, identify potential workplace hazards, and report concerns in accordance with Clinic policies.

PREFERRED KNOWLEDGE, SKILLS, AND COMPETENCIES:

- Doctor of Pharmacy (Pharm.D.) degree.
- Experience working in a Tribal healthcare facility, community health clinic, or outpatient pharmacy setting.
- Experience with pharmacy management systems, electronic health records (EHR), prescription processing, and insurance billing.
- Experience providing guidance, training, or oversight to Pharmacy Technicians and other pharmacy support personnel.
- Knowledge of Native American cultures and culturally appropriate healthcare delivery.

WORK ENVIRONMENT

- Work is primarily performed in a healthcare clinic and pharmacy setting.
- May be exposed to pharmaceutical chemicals, hazardous medications, cleaning agents, and other potential workplace hazards.
- May be exposed to infectious diseases, bloodborne pathogens, bodily fluids, and airborne particles during interactions with patients and healthcare personnel.
- May encounter medical emergencies, emotionally stressful situations, and patients experiencing physical or emotional distress.
- Must follow established pharmacy safety protocols, medication handling and disposal procedures, infection prevention and control measures, and proper use of personal protective equipment (PPE).
- The noise level in the work environment is generally moderate.

PHYSICAL REQUIREMENTS

- Must be able to stand, walk, and sit for extended periods of time.
- Must be able to frequently use hands and fingers to handle medications, count and package prescriptions, operate pharmacy equipment, and perform data entry.
- Must be able to occasionally bend, stoop, kneel, crouch, and reach with hands and arms.
- Must be able to occasionally lift and/or move up to twenty-five (25) pounds, with or without reasonable accommodation.
- Must have sufficient visual ability to read prescription labels, medication information, patient records, and computer screens accurately.
- Must be able to perform repetitive motions associated with prescription preparation, medication packaging, and computer use.

Individuals interested in applying for this position may submit their resume by email to hr@sanpasqualtribe.org or apply in person at 16400 Kumeyaay Way, Valley Center, CA 92082.

In accordance with the San Pasqual Band of Mission Indians' Policies and Procedures, preference in hiring, transfers, and promotions shall be given to qualified applicants in the following order: 1. San Pasqual Band of Mission Indians Tribal Members. 2. Spouse of an enrolled Tribal Member who contributes to the household 3. San Pasqual Band of Mission Indians Lineal Descendants. 4. Other Native Americans 5. Non-Native Americans