

John Andrews

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Director of Pharmacy

Highly knowledgeable and care-driven pharmacy professional with extensive experience in providing strategic operational direction, motivational staff leadership, and outstanding patient services. Demonstrated strengths in all aspects of high-volume hospital pharmacy processes and procedures with expertise in pain management and long-term care (LTC). Talent for analyzing existing operations and implementing necessary protocols to achieve improved employee performance, enhanced quality of care, and strict regulatory compliance. Skilled communicator able to interface effectively with patients, family members, and medical staff on all levels.

Patient Relations & Education – Policy & Procedure Development – Quality Assurance – Staff Training & Supervision – Emergency Response – Process Improvement – Patient Safety – Medication Management – Inventory Control

Professional Experience & Achievements

Company Name, City, ST 2006–Present
Director of Pharmacy

Oversee all daily pharmacy operations for long-term acute care facility with 39 beds. Supervise team of 6 Staff Pharmacists and Pharmacy Technicians and coordinate per diem and on-call employee schedules; maintain after-hours backup system. Develop and implement departmental policies and procedures. Serve as Secretary for Pharmacy, Nutrition, and Therapeutics Committee and direct Antibiotics Stewardship Program.

- Designed and executed anti-diversion protocol and created new medication management process that eliminated diversion issue.
- Provide ongoing education for pharmacy, administration, nursing, and medical staff; elevated number of interventions being made per shift.

Company Name, City, ST 2002–Present
Owner/Chief Consultant Pharmacist

Built, own, and operate LTC consulting services company. Employ and supervise staff of Consultant Pharmacists and Technician. Provide facility surveillance in preparation for federal and state surveys to ensure compliance with all regulations. Educate staff, patients, and family members on facility operations and treatment plans.

Company Name, City, ST 2004–2006
Pharmacy Manager

Hired to assist Clinical Coordinator with conversion of Rehab beds to City Park location. Directed pharmacy services delivered to brain injury rehab, ICU, ER, and acute care units. Led team of 10 and provided education to all hospital staff.

- Drafted and maintained site-specific policies to ensure pharmacy and nursing operations were in line with all Department of Health, Joint Commission/JCAHO, and The Commission on Accreditation of Rehabilitation Facilities rules and regulations.

Company Name, City, ST 1999–2004
Director of Pharmacy

Orchestrated all startup operations for new pharmacy department, including acquiring licensure, purchasing necessary equipment and supplies, organizing and implementing automated computer system, and hiring/training staff. Oversaw daily medication administration and educated all employees on hospital policies and procedures. Chaired Pain Management Committee.

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- Created and introduced Pharmacy Medication Administration Records (MAR).
- Worked in partnership with Administrator, Clinical Coordinator, and team of physicians to develop cost-collaborated formulary.
- Appointed to serve as management division coordinator and preceptor for Student Clerkship.

Company Name, City, ST
Director, Pharmacy

1998-1999

- Supervised onsite pharmacy serving more than 1K LTC, residential, and hospital beds, delivered monthly consulting reports for each LTC patient.
- Presided over Performance Improvement (PI) initiatives and precepted student

Company Name, City, ST
Manager, Pharmacy

1997-1998

- Assigned to facilitate Drug Enforcement Agency (DEA) diversion investigation.
- Implemented policies and provided guidelines for handling controlled substances and attended all Clinical Committee meetings.

Company Name, City, ST
Supervisor, Unit Dose

1996-1997

- Directed 7-Day Unit Dose System for 6K LTC beds, responding to client delivery concerns, reviewing error reports, and facilitating necessary PI strategies
- Created policies and procedures for technical support team.

Education & Professional Credentials

M.S. in Healthcare Administration - College Name, City, ST

B.S. in Pharmacy - College Name, City, ST

Traineeship in Pain Management - College Name, City, ST

Licensed Pharmacist - Florida, Alabama, Tennessee

Certified Consultant Pharmacist

Memberships: American Society of Consultant Pharmacists (ASCP), American Pain Society, Frederick County Pharmaceutical Association

Computer Skills

Microsoft Office Suite, Medix, Rescot, QS1, RxPertise