



Position Description

Director of Pharmacy Operations

Location: Denver, CO or Remote

Evio Overview

Evio is a Denver-based pharmacy solutions startup that works with health plans to transform the medication experience for everyone: patients, providers, and the system at large.

In 2019, a group of five amazing health plans that in total serve more than 20 million members recognized that despite the miracles that medications can deliver every day, the way medications get to patients is in need of reform—rapidly rising costs and inefficient system complexities have proven detrimental to patients and the industry alike. Each company made a significant investment to establish Evio as the independent entity to lead this transformation.

Evio will elevate the people who use medications to be the focus of all innovation, and apply real world evidence to build technology, solutions and insights. We will ensure that every patient receives the right medication for their unique situation, from the beginning, in a simple and affordable way. Achieving the quadruple aim of improved experiences and health outcomes for people, reduced costs, and clinician fulfillment is our goal. Clinical, evidence-driven drug decision making will lead everything Evio does.

Initially, Evio will offer services to each of the five investor health plans to complement other innovative pharmacy services the health plans offer. Upon launch, and on the path to broader transformation, Evio's first priorities include:

- Using evidence and data from real patient experiences to ensure the right medication gets to every patient, where, when and how they need it.
- Developing new, and enhancing existing, partnerships that leverage the innovation happening in the pharmacy and broader healthcare and analytics sectors today—to improve affordability, outcomes, and experience for patients.
- Continuing the evolution toward value based care and enhancing outcomes based contracting in the pharmacy space, especially on high cost drugs.

Director of Pharmacy Operations Role

We are looking for someone with strong health-plan pharmacy operations and program management experience, as well as client-facing and organizational skills. This person ideally has led pharmacy or other health-plan related program implementations, and understands how health plans operate internally. In this role, the candidate will have the opportunity to work closely with Evio product leadership as well as across clients to pilot and scale solutions. This leader will lead pilots and other engagements with health plan partners, and will design and own elements of the product portfolio and roadmap.

Job Specifics

As part of the product and strategy team, this role will work with leading healthcare organizations and Evio internal general managers/product leadership to execute pilots that inform multi-year strategic product roadmaps:

- Manage a diverse set of initiatives across customers, lead multiple pilots/ initiatives throughout the year
- Lead engagements with health plan customers, serving as primary point of contact and pilot/initiative lead on execution of Evio pilots and strategic initiatives
- Lead development and execution of project plans and timelines, coordinating internal and external stakeholder needs
- Partner with Evio general managers to identify strategic or implementation risks and lead mitigation strategies
- Partner with client (health plan) program management team to ensure clarity of roles & responsibilities across lanes
- Collaborate with internal stakeholders (IT, analytics, etc.) to ensure alignment of accountabilities and timelines
- Create and share regular dashboards and status updates with Evio and Health Plan executive leadership
- Develop and track pilot success measurement criteria
- Create plans to scale pilots across markets
- Build and maintain financial models to support product pricing. Manage budget against financial models.

The skills and experience you bring to this role include:

- 6+ years health plan pharmacy strategy, operations, implementation, project management, healthcare consulting, or related experience
- Bachelors degree in healthcare administration or related degree preferred
- Highly proficient in Excel and project management toolkits
- Superior problem-solving capabilities and learning agility with an attention to detail
- Strong executive presence and relationship management, experience working with senior leaders
- Collaborative team player mentality

Every Evio teammate is critical to our culture and success. For all candidates, across roles and levels, you demonstrate that:

- You have a high degree alignment with Evio's mission and values.
- You put the patient first, leading with clinical, and doing something transformational for US healthcare is in your DNA.
- You are an energy producer, with a proven ability to "get stuff done" (GSD) and support others.
- You are a curious, creative and overall strong problem solver who is a go-to subject matter expert where you need to be.
- You are a resilient challenger of the status quo that drives improvements on every topic from creating team rhythms and culture to the next clinical strategy for the team to pursue.
- You thrive in ambiguity and are comfortable rolling up your sleeves on business strategy, team, execution and other elements that will certainly change as the team fails fast, learns and pivots.
- You are a proven leader who inspires confidence and establishes processes and team structures that are conducive to teammate and company growth.
- You are emotionally intelligent and you do well collaborating with multiple parts of the business and functioning well with a variety of styles.

Salary Considerations

Anticipated annual base pay range: \$110,000-\$150,000

At Evio, we're committed to building a competitive compensation package to honor the value our teammates bring as well as attract and retain top talent that is aligned with our culture, mission and values. Compensation includes base pay (range shown) and could include other variable compensation opportunities depending on job seniority, location, and date of hire. Evio also offers a number of attractive benefits to eligible teammates including health insurance, retirement savings, life and disability insurance, paid and unpaid time off, and other benefits to make sure Evio teammates and families are well supported.

Please note that the base pay information shown is a general guideline for the job responsibilities and qualifications listed. Salary decisions are based on candidate experience, and market and business considerations.

Evio Benefits

- **Great Health Insurance**
The company pays 100% of medical, dental, and vision premiums for teammates, and 50% for dependents.
- **401K Match**
Evio matches 100% of teammate contribution up to 5% of salary, subject to IRS limits. 401K is administered through Guideline.
- **Time Off**
We have a flexible vacation policy for teammates to unplug and recharge when you need it. There is no minimum or maximum amount of vacation allowed per year, and there is no payment in consideration for unused vacation. Vacation is to be used at your discretion, with approval of leadership.
- **Parental Leave**
Generous paid leave for new parents (includes birth and non-birth parents).

Evio's Values-Driven Culture



EMPATHY

The people our business serves always come first. We put ourselves in the shoes of the patients, clinicians, and stakeholders our solutions benefit.



DIVERSITY

We're committed to fostering a culture where everyone belongs and is valued for their background, experience and insights – one that encourages diversity of ideas, and is a nurturing, trusting, and accepting place for all.



ADVENTURE

We're flexible, thrive in ambiguity, fail fast, and pivot quickly to get to a better answer. We celebrate wins and pivots with equal intensity.



RELENTLESS

Guided by evidence and data, we are creative, curious, and unwavering in our pursuit of challenging the status quo and each other.



TRANSPARENCY

Just as we seek to bring transparency to the pharmacy supply chain, authenticity and integrity are core to the way we communicate.



EXCELLENCE

We strive to raise the bar in all we do by hiring and developing exceptional talent and holding ourselves and our thinking to the highest standard.

Evio Benefits

To Apply

Please send your resume to careers@evio.com with the subject line “*Director of Pharmacy Operations Application*” and, in lieu of a cover letter, the answers to the following questions:

- What makes you unique in 50 words or less?
- Why health care in 50 words or less?
- What excited you about joining the Evio team in 50 words or less?

Evio is an Equal Employment Opportunity employer. All qualified applicants/employees will receive consideration for employment without regard to that individual's age, race, color, religion or creed, national origin or ancestry, sex, sexual orientation, gender, gender identity, pregnancy, physical or mental disability, veteran status, genetic information, ethnicity, citizenship, or any other characteristic protected by law.