



## Senior Financial Planning and Analysis (FP&A)

At PharmaCorp Rx, we are committed to the Canadian healthcare industry in all that we do. We believe that community pharmacies are at the forefront of this industry, as pharmacists are one of the most accessible members of a person's health team. That's why our mission is to help preserve the legacy of your pharmacy.

### Duties and Responsibilities

The role of FP&A will be to drive financial health by forecasting, budgeting and analyzing performance to guide executive decision making.

#### Weekly Store Performance Tracking & Variance Analysis

- Standardize weekly Rx, front shop data and labour files
- Flag variances vs prior year, budget, and post-acquisition baseline
- Surface issues early (margin fluctuation, labour overspend, script/sales softness) and automate

#### Monthly Store P&L Review & Normalization

- Prepare and review monthly store-level P&Ls for executive team
- Identify anomalies (accrual misses, incorrect bucketing of expenses)
- Normalize results for executive meeting (EBITDA + Net Income vs Budget)

#### Budgeting & Forecasting (Store-Level & Consolidated)

- Build and maintain annual budgets by store
- Update rolling forecasts based on actuals (build next year's budget on a 3-month rolling basis)
- Incorporate new acquisitions and file buys

#### Post-Acquisition Performance Tracking

- Track each store vs deal model assumptions (scripts, GP, labour)
- Highlight underperformance early and quantify EBITDA gap
- Support COO with data-driven "make-better" plans



## Labour Analytics & Productivity Metrics

- Monitor labour percentage of sales, scripts per labour hour, pharmacist OT
- Track relief
- Support labour budgets and headcount planning

## Gross Margin

- Identify rebate improvements ops, front shop resets, pricing issues (areas to increase / decrease pricing)
- Support operational initiatives

## Store-Level KPI Dashboarding

- Maintain standardized KPI dashboards for scripts, GP per script, front shop margin and labor efficiency

## COO Performance Deck Ownership

- Monthly/quarterly COO performance deck
- Translate raw data into insights, trends, and action items
- Manual prep and reconciliation

## Process Improvement & Automation

- Improve data flows from POS, payroll, and accounting systems
- Reduce manual tracking and spreadsheet dependency
- Build repeatable templates for stores, operations, and leadership

## Skills and Qualifications

- A post-secondary business degree ideally with a major in Finance. A professional designation such as a CFA is considered an asset.
- Minimum 2-5 years experience working in a corporate finance role
- Solid working knowledge of spreadsheet software, data processing and reporting principles
- Analytical and problem-solving skills with a pro-active approach to identifying, investigating and resolving complex financial issues.



# PharmaCorp

Pharmacy Succession, Redefined.

- Excellent verbal and written communication skills are necessary, coupled with the ability to work effectively, collaboratively, and build strong professional relationships across different departments and with senior leadership.
- Prior working experience with major ERP systems is considered an asset
- Must exhibit flexibility and willingness to work additional hours, particularly during peak planning

All employees will be required to complete a criminal record check in accordance with Company requirements.

Interested applicants are to apply by email to [careers@pharmacorprx.ca](mailto:careers@pharmacorprx.ca). This posting will remain open until a suitable candidate is found.