



A GROUP OF INDEPENDENT PHARMACIES
ELEVATING INTEGRITY AND PATIENT-CENTERED CARE IN THEIR COMMUNITIES.

Community-Based Residency Programs

What makes us different?

- Premium pharmacies
- Exponential growth in number of sites
- Progressive scope and clinical programs
- Established medical billing
- Professional leaders within pharmacy
- Leadership with extensive residency experience
- Network of other residents and two universities

10 residency sites in Oregon & Washington (2026-2027):

University of Washington

- Chinook Pharmacy & Variety: Forks, WA
- Grants Pass Pharmacy: Grants Pass, OR
- Myrtle Drugs: Myrtle Creek, OR
- Ocean Park Pharmacy: Ocean Park, WA
- Ostroms Drug and Gift: Kenmore, WA

Washington State University

- Centralia Pharmacy: Centralia, WA
- Goldendale Pharmacy: Goldendale, WA
- Koru Pharmacy: Spokane, WA
- Sixth Avenue Pharmacy: Spokane, WA
- Tim's Pharmacy & Gift Store: Yelm, WA

*We are like a family
and can't wait to have you join the team!*

WHY SELECT A CASCADIA PHARMACY GROUP (CPG) RESIDENCY?

Shape the future of healthcare with us!

CHANGE THE TRAJECTORY OF YOUR PROFESSIONAL NETWORK & CAREER

- ✓ Leadership & Program Development
- ✓ Robust Established Clinical Programs
- ✓ Pharmacist Provider Status
- ✓ Ownership & Business Plan Expertise
- ✓ Impactful Research & Quality Improvement Projects
- ✓ Teaching Certificate & Travel Allowance

In the evolving landscape of healthcare, community pharmacies play a crucial role in delivering accessible and personalized care. Cascadia Pharmacy Group, an alliance of independent community pharmacies in the Cascadia region of the western United States, is at the forefront of this evolution. We share wisdom, resources, buying power, and best practices to help pharmacy owners offer their communities the highest caliber of service.

Being part of Cascadia Pharmacy Group means having access to a supportive network of independent pharmacies and other community residents. Residents can share insights, resources, and best practices, enhancing their learning experience. We are looking for a resident ready to push the envelope and break norms, become immersed in our progressive practice sites and change pharmacy alongside us.

Being a non-accredited residency program offers the opportunity to cultivate a clinically focused, independent pharmacy practitioner. Rather than limiting your growth as a clinician, the lack of accreditation equips you with a unique skill set to make a meaningful impact in your community. We emphasize flexibility, allowing you to explore diverse locations and clinical programs tailored to your professional and personal goals. Additionally, we prioritize work-life balance, ensuring that pharmacist residents love coming to work every day.

LEARNING EXPERIENCES

Orientation: Emphasis on setting the resident up for a successful year. Incorporates research project, business plan, and quality improvement selection, along with an introduction to the office, and all CPG resident workgroups.

Preceptor: Site Preceptor | **Support:** RPD/RPC

Independent Community & Ownership (IC & O): Residents will gain comprehensive experience in independent pharmacy, learning to navigate the complexities of business operations, marketing, residency program development, recruitment, and patient care service implementation. Supported and trained by premier pharmacists, residents will develop a deep understanding of day-to-day workflow and be elevated to staff the pharmacy and lead the team with autonomy one day per week, in addition to two full weeks of dedicated staffing layered throughout the year.

This structure allows residents to strengthen their leadership skills, manage daily operations, and explore the business aspects of pharmacy ownership and healthcare. Our program emphasizes innovation, site development, and implementation of new revenue models to enhance the pharmacy's role in the community. By nurturing entrepreneurial spirit and advanced clinical expertise, we prepare residents to assume leadership or ownership roles in independent pharmacy.

Preceptor: Site Preceptor | **Support:** RPC

Clinical Community & Clinical Management (CC & CM): Our residents will gain hands-on experience in delivering progressive patient care services. From managing chronic diseases to providing immunizations, residents will develop skills essential for primary care practice in a community setting. A majority of the resident's time is spent contributing to the development, implementation, evaluation, and delivery of new pharmacy services or to the enhancement of existing programs. Emphasis is placed on entire team integration into clinical programs to ensure collaborative and effective patient care.

Preceptor: RPD | **Support:** Site Preceptor

Longitudinal Project/QI/BP: Residents will complete a practice innovation or research project that advances community-based practice using effective project management skills. It will include a project abstract and poster presentation, with optional podium presentation and manuscript opportunities. Residents will be supported through a Continuous Quality Improvement (CQI) Project and Business Plan that is often related to the major research project.

Preceptor: RPD | **Support:** UW/WSU, Site Preceptor

Academia/Teaching Certificate: Residents will effectively employ appropriate preceptor skills when engaging in experiential teaching and fulfilling the requirements for a teaching certificate. Core learning experiences include evaluating grant funding opportunities and understanding the application process, as well as modeling the four preceptor roles when working with pharmacy interns and team members.

Preceptor: UW/WSU | **Support:** RPD

Professional Development (Leadership): We emphasize the development of leadership and management skills. Residents will create itineraries and engage in professional conferences, CPG leadership events and other personal development opportunities such as book clubs and CPG monthly residency SIG calls. With guidance from experienced pharmacy owners and practitioners, residents will receive comprehensive training and mentorship. Our program is designed to equip pharmacists with the skills needed to excel in various roles, from ambulatory care to managerial positions.

Preceptor: RPD | **Support:** Site Preceptor

CLINICAL PROGRAMS & MEDICAL BILLING EXPANSION

Our pharmacist providers are credentialed with Commercial and Medicaid insurances in Oregon and Washington and regularly bill for patient care services. Expansive CDTAs in Washington and statewide protocols in Oregon authorize advanced clinical services, while Idaho's standards of care reflect the region's progressive practice landscape. Our sites in the Pacific Northwest are positioned at the forefront of pharmacy innovation and are expanding sustainable services to improve access to care, particularly in rural and underserved communities.

Residents will be directly involved in these services with prescriptive authority, evaluating patients, prescribing when appropriate, and providing follow-up care. Pharmacists complete comprehensive assessments and coordinate with providers to ensure continuity of care.

Beyond direct patient care, residents will gain experience with cash-based clinical services, medical billing, and building new revenue models to sustain practice growth. This training prepares residents to lead in the future of pharmacy practice as federal provider status and broader prescriptive authority are achieved. Our vision is to continue expanding innovative clinical services across our group and the Pacific Northwest, advancing patient access to high-quality pharmacy care.

Example clinical programs include:

Vaccines & Preventative Health

- Routine Vaccinations
- Travel Medicine (Vaccines and Medications)
- Tobacco Cessation
- Naloxone & Opioid Risk Assessment
- Hormonal Contraception

Chronic Disease Management Prescribing

- Asthma
- Diabetes
- Dyslipidemia (Cholesterol)
- Hypertension

Test-to-Treat

- COVID
- Influenza
- Strep

Minor Ailments Treatment

- Bee Stings, Bites, Burns
- Conjunctivitis
- Nail Fungus
- Shingles
- UTI & Yeast Infection

SALARY & BENEFITS

Salary

Resident salary is dependent on geographical region and housing opportunities. Applicants should check the program website for the most up-to-date information or contact the RPD for specific salary ranges.

Paid Time Off

10 business day of paid vacation (2 weeks)

Paid holidays, including: New Year's, Memorial Day, Labor Day, Thanksgiving, and Christmas

Travel Stipend

Travel stipend of \$6,000 and up to 80 hours of conference attendance. Residents will be issued a corporate travel card. Receipts need to be saved.

Teaching Certificate Costs

All costs of university teaching certificates will be covered for the resident.

Company Laptop

Residents will be provided with a company laptop.

Ancillary Benefits

You will be eligible to participate in the company's benefits package which includes healthcare insurance (medical/dental/vision), 6 major holidays and 401k with an employer match.

Our residency sites are located across **Oregon** and **Washington**, and residents also work directly with our **Cascadia Pharmacy Group office team**.

Application details and **program information** are available online. Scan the QR code for residency site descriptions, application instructions, timelines, & more.



*Thank you for your interest in the CPG
Community-Based Residency Program!*