

Job Title: Deputy Chief Compliance Officer

Company: Senderra Specialty Pharmacy (Senderra RX)

Location: Dallas, Texas (Headquarters) – Hybrid/Remote options will be considered for the right candidate

Department: Compliance / Regulatory Affairs

Reports To: General Counsel & Chief Compliance Officer

About Senderra Specialty Pharmacy

Senderra Specialty Pharmacy is the largest independent full-service specialty pharmacy in the U.S., dedicated to transforming healthcare through patient-centered care and innovative solutions with approximately \$3 billion of revenue. Headquartered in Dallas, Texas, we serve patients with chronic and complex conditions—such as oncology, immunology, gastroenterology, rheumatology, and more—by providing specialty medications, clinical expertise, and comprehensive support services. With a strong focus on compliance, accreditation (including URAC and ACHC), and regulatory excellence, we deliver life-changing outcomes for patients, prescribers, pharmaceutical partners, and payers.

Job Summary

The Deputy Chief Compliance Officer will lead and oversee all compliance and regulatory functions for Senderra Specialty Pharmacy, reporting directly to the General Counsel & Chief Compliance Officer. This senior leadership role ensures full adherence to federal and state pharmacy laws, DEA regulations, Medicare/Medicaid requirements, accreditation standards, and industry best practices. A key focus will be on pharmacy licensing across multiple states and managing **Change of Ownership (CHOW)** applications and processes for acquisitions, expansions, or ownership transitions. The ideal candidate is a strategic leader with deep expertise in specialty pharmacy operations, regulatory navigation, and risk management in a fast-growing, patient-focused environment.

Key Responsibilities

- Develop, implement, and maintain a comprehensive compliance program tailored to specialty pharmacy operations, including policies, procedures, training, monitoring, and auditing to mitigate regulatory risks.
- Serve as the primary expert and point of contact for all pharmacy licensing matters, including initial applications, renewals, amendments, and multi-state expansions.
- Lead the preparation, submission, and management of **Change of Ownership (CHOW)** applications for pharmacy licenses, DEA registrations, Medicare/Medicaid provider enrollment, and related regulatory notifications in coordination with legal, operations, and executive teams.

- Monitor and interpret evolving federal (e.g., FDA, DEA, CMS) and state Board of Pharmacy regulations, accreditation standards (URAC, ACHC), and industry guidance; communicate impacts and implement necessary changes.
- Oversee internal audits, compliance risk assessments, and corrective action plans to ensure ongoing adherence and readiness for external audits or inspections.
- Collaborate with cross-functional teams (pharmacy operations, legal, finance, clinical, IT) to integrate compliance into daily workflows and support business growth initiatives.
- Manage relationships with state Boards of Pharmacy, regulatory agencies, accrediting bodies, and external auditors.
- Develop and deliver compliance training programs for staff at all levels, fostering a culture of integrity and regulatory awareness.
- Investigate and resolve compliance incidents, potential violations, or complaints; implement preventive measures.
- Stay ahead of emerging trends in specialty pharmacy compliance, including specialty medication handling, patient privacy (HIPAA), fraud/abuse prevention, and payer requirements.
- Prepare reports and presentations for the General Counsel & Chief Compliance Officer, executive leadership, and the Board on compliance status, risks, and mitigation strategies.

Qualifications

- **Education:** Bachelor's degree required
- **Experience:**
 - Minimum **7+ years** of progressive experience in a pharmacy setting (specialty pharmacy preferred), with direct involvement in regulatory compliance and licensing.
 - Proven expertise in **pharmacy licensing** requirements across multiple states.
 - Hands-on experience preparing and managing **CHOW (Change of Ownership)** applications and processes for pharmacies, including state Board of Pharmacy submissions, DEA notifications, and CMS enrollment changes.
 - Prior leadership experience in compliance, regulatory affairs, or quality roles within a pharmacy or healthcare organization.
- **Licenses/Certifications:** Certified in Healthcare Compliance (CHC) or similar certification a plus.
- **Knowledge & Skills:**
 - In-depth understanding of federal/state pharmacy laws, DEA regulations, HIPAA, CMS Conditions of Participation, and specialty pharmacy accreditation standards.
 - Strong project management skills with the ability to handle complex, time-sensitive regulatory filings.
 - Excellent analytical, communication, and interpersonal skills; ability to influence and collaborate at all organizational levels.
 - Proficiency in compliance management tools, auditing software, and Microsoft Office Suite.