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the client

Founded in June 2000 and based in Boulder, Colorado, Pharmaca Integrative Pharmacy is the first pharmacy chain to combine conventional prescriptions, over-the-counter and natural health products and services. The Pharmaca staff is comprised of experienced, certified professionals, including pharmacists, naturopathic doctors, homeopaths, nutritionists, herbalists and estheticians. The company is privately held, has raised approximately \$70 million to date in equity, bank and supplier financing, and implemented a growth strategy to become a 100-unit pharmacy chain by 2012.

the search

Our client was seeking a Vice President, Pharmacy with large company retail pharmacy experience, but who could easily adapt to a small company with a holistic approach and an integrative pharmacy model. This individual would be passionate about creating a new niche in the retail pharmacy industry, and willing to take on the risks of an early-stage company. Nancy Hoopes, Vice President, Human Resources, Legal and Administration at Pharmaca commented, “We retained Cook Associates for this assignment because of the firm’s experience in the pharmacy/retail field. Their list of contacts was impressive, and we soon found ourselves reviewing quality candidates that met our unique needs. Throughout the process, Amy Fisher remained professional, straightforward and results-oriented. She persisted in finding us the best candidate, and truly became my partner on this search.”

the result

Kenneth Chao was recruited to Pharmaca as Vice President, Pharmacy Operations. He directs the chain's growing pharmacy prescription and compounding business, and works together with management and staff to create a wellness environment in each store – integrating the scientific rigors of modern pharmacy with complementary and holistic remedies. A graduate of the University of Colorado School of Pharmacy, Chao has had a significant career in the pharmacy industry with the Kroger Co. and Kaiser Permanente in Colorado. Prior to joining Pharmaca, Chao was Director, Pharmacy for King Soopers and City Markets, divisions of the Kroger Co. Additionally, Chao has served on the Colorado State Board of Pharmacy for eight years, was President and Vice President of the Colorado State Board of Pharmacy, and was awarded the Distinguished Coloradan Award by the University of Colorado, School of Pharmacy in 2000.