



How to apply

Acceptance requirements

- Doctor of Pharmacy degree from an accredited school of pharmacy
- California licensure or eligible candidate for California licensure*
- Three letters of recommendation (Please see website for further details)
- Letter of intent
- Curriculum vitae
- Official transcript from a school of pharmacy
- Preliminary telephone interview
- Virtual interview for select candidates
- Email application materials to

BSCPharmacyResidency@blueshieldca.com

Residency location: Hybrid (Oakland, Rancho Cordova, or Long Beach, CA)

Duration of program: July 2027 through June 2028

Application deadline: December 28, 2026

Stipend: Competitive salary

Benefits:

- Health, dental, and vision benefits
- Twenty days personal time off
- Ten paid holidays
- One health day off
- Professional leave for conferences subject to review
- Twenty-four hours of community service time
- 401(k) program with match

Contact information:

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More about Blue Shield

Blue Shield, an independent member of the Blue Shield Association, is a nonprofit health plan dedicated to providing Californians with access to high-quality healthcare at an affordable price. Headquartered in Oakland, our 6,800 employees work together from multiple offices statewide to provide access to quality care at competitive rates. We offer our 6 million members a wide range of affordable plans and one of the state's largest networks of healthcare providers, including physicians, hospitals, allied healthcare professionals, and pharmacies. We serve Commercial, Exchange, Medicare, and Medi-Cal populations.



Pharmacy services

Our mission is to provide quality and affordable pharmacy benefits. We are uniquely positioned to accomplish this through the use of integrated pharmacy and medical data to ensure effective coordination of healthcare services for individual patients and patient populations.



Residency website

blueshieldca.com/rxresidency

* The resident must obtain pharmacist licensure from the California State Board of Pharmacy within 90 days of the start of the program. If the resident is unable to obtain licensure by the end of October of the residency year, the resident will be considered for dismissal from the program.

Blue Shield of California is an independent member of the Blue Shield Association
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Managed Care Pharmacy Residency Program





Residency program mission statement

Blue Shield of California's Postgraduate Year One (PGY1) Managed Care Pharmacy Residency Program is designed to prepare residents for a career in managed care pharmacy. The program provides opportunities to develop proficient clinical, project management, analytical and leadership skills, and is customized based on the resident's professional goals. Upon successful completion of the program, graduates are prepared for a variety of clinical pharmacist roles, including drug utilization review, quality assurance and improvement, drug information, and formulary management.

The program provides residents with the training, skills, and experience needed for a successful pharmacy career in today's healthcare environment.



Blue Shield achievements and recognitions

- Established in 2002, Blue Shield's PGY1 Managed Care Pharmacy Residency Program has a proven track record of producing top-notch managed care pharmacists. One of our program goals is resident retention. Of our past 22 residents, nine still work at the company today!
- Blue Shield was named as a 2025 US Best Managed Company for the sixth consecutive year and as a Gold Standard winner three years in a row.
- In 2025, Blue Shield was recognized as a 2025 U.S. News & World Report Best Company to Work For in both the Private Company, and Health Care and Research categories.
- In 2025, Blue Shield was named a 2025 honoree of The Civic 50 by Points of Light, the world's largest organization dedicated to increasing volunteering.



Learning experiences

Orientation

Understand managed care concepts, review residency learning experiences, and develop a yearlong customized residency plan.

Clinical programs – Direct patient care

Provide direct patient care through member and provider outreaches in the Clinical Pharmacy Operations Center. Contribute to Commercial, Medicare, and Medi-Cal quality initiatives.

Drug utilization review

Review prior authorization requests, implement coverage policies, and present cases at clinical pharmacist rounds.

Formulary management

Participate in formulary strategy and drug/drug class evaluations, make formulary coverage recommendations, and assess impact. Communicate updates and relevant information to members, providers, and other stakeholders.

Pharmacy and Therapeutics (P&T) Committee meetings

Review and evaluate the current literature and respond to drug information related questions. Develop therapeutic drug evaluations and medication policies to present at P&T committee meetings.

Pharmacy Accounts and Sales/Product Strategy

Perform or contribute to client presentations, requests for proposals from potential clients, formulary benefit design and disruption analyses, and other ad hoc client inquiries. Understand prescription drug rebates. Participate in end-to-end implementation and evaluation of new and existing pharmacy product strategies across all lines of business, including assessments of feasibility and competitor landscape.

Provider Partnerships/Accountable Care Organizations (ACO)

Understand how Blue Shield's unique ACO partnerships improve clinical quality outcomes and manage healthcare costs. Participate in clinical program development and strategy planning.

Student precepting

Precept Advanced Pharmacy Practice Experience students, coordinate learning experiences and evaluations, and promote professional development.

Analytics and residency project

Conduct a population-based, medication and/or disease management outcomes study. Understand the basics of pharmacy analytics.

Professional development

Attend professional conferences and networking events. Foster leadership skills and promote pride in the pharmacy profession.