Pharmacist · Staff pharmacist

Boston, MA · 25-mile radius

4.8 / 10 Elevated



Pharmacist · Staff pharmacist in Boston, MA is Elevated: 4.8 out of 10.

DO THESE THREE THINGS

1 Post the recommended range
Lead the posting with the recommended offer range on this page.

2 Call these workplaces first
See Who you compete with.

3 Contact these colleges
See Colleges and programs.

NPI REGISTRY PROVIDERS	JOBS NEARBY	RECOMMENDED OFFER RANGE	HIRING PACE
4,176	**~4,080**	**$139,660 to $158,770**	**~39 days**
within 25 mi	within 25 mi · federal wage survey	published local pay	Massachusetts · all jobs

Takeaway. Post the recommended offer range on this page before spending on ads.

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Supply and demand

- 4,176 professionals with an NPI practicing within 25 mi, against ~4,080 people employed within 25 miles of the Boston-Cambridge-Newton metro area (federal wage survey).
- The full metro estimate is ~5,280.

LOCATION AND RURALITY

2.0

Suffolk County is a large-metro county.

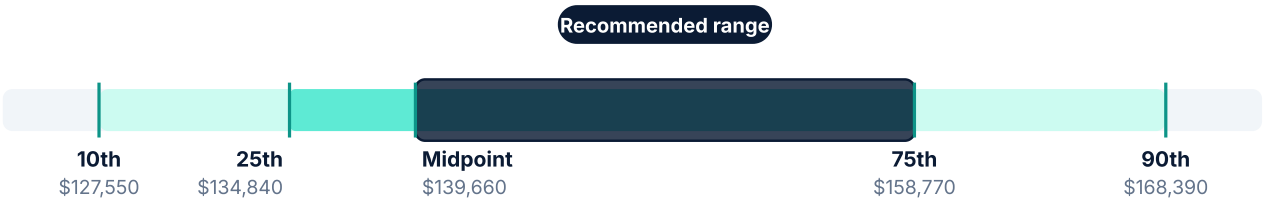
ROLE TYPE

8.5

Preparation level 5 on a 1 to 5 scale for Pharmacists.

Pay position

Recommended range against published local pay.



LOCAL MIDPOINT

$139,660

half of published local pay is below it

PAY RANGE · RECOMMENDED OFFER RANGE

$139,660 to $158,770

- Elevated market, 4.8 out of 10.
- 4,176 professionals with an NPI within 25 miles, against about 4,080 jobs.
- Statewide hiring pace is about 39 days.
- The recommended range starts at the 50th percentile of local pay.

The range uses published local pay for this market.

Takeaway. The Hire-Difficulty Index for this role is 4.8 out of 10, rated elevated.

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Top places to find this profession

- Inside 25 miles, from the federal NPI registry.
- Ranked by likely headcount for this profession.
- Google ratings are in the client portal.

WORKPLACE AND ADDRESS	PHONE	TYPE	WHY IT RANKS	MILES
CVS Pharmacy CVS Pharmacy Inc 231 Massachusetts Ave, Boston, MA	(617) 266-6775	Pharmacy	CVS Pharmacy: 214 stores in radius	<1 mi
Walgreens Walgreen Co 1630 Tremont St, Roxbury Crossing, MA	(617) 232-5457	Pharmacy	Walgreens: 157 stores in radius	0.5 mi
Brigham and Women's Hospital 75 Francis St, Boston, MA	(617) 732-5456	General Acute Care Hospital	largest hospital campus in radius	<1 mi
The Cambridge Hospital 1493 Cambridge St, Cambridge, MA	(617) 575-5726	General Acute Care Hospital	hospital campus	1.6 mi
Massachusetts General Hospital 55 Fruit St, Boston, MA	(617) 724-1935	General Acute Care Hospital	hospital campus	2.2 mi
VA Boston Healthcare Center 150 S Huntington Ave, Boston, MA	(617) 232-9500	General Acute Care Hospital	hospital campus	2.4 mi
Boston Medical Center 1 Boston Medical Ctr Pl, Boston, MA	(617) 414-1609	General Acute Care Hospital	hospital campus	1.3 mi
Tufts Floating Hospital 800 Washington St, Boston, MA	(617) 636-5078	General Acute Care Hospital, Children	hospital campus	1.9 mi
Children's Hospital Boston 300 Longwood Ave, Boston, MA	(617) 355-5159	Chronic Disease Hospital, Children	hospital campus	<1 mi
Walmart Pharmacy Wal-Mart Stores East LP 301 Falls Blvd, Quincy, MA	(617) 745-4393	Pharmacy	Walmart Pharmacy: 15 stores in radius	8.0 mi

796 workplaces are inside 25 miles. The table shows the 10 most likely, ranked by headcount, type, beds, distance. The Workplace Directory has them all. Distance is to the ZIP center.

> **Takeaway.** Call CVS Pharmacy and Walgreens first. They are the top two workplaces for this profession inside 25 miles.

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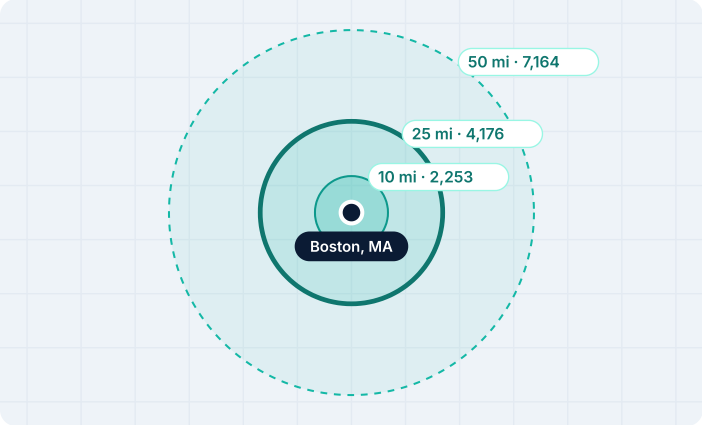
Candidate pool

- Miles are straight-line from Boston, MA, not drive time.
- The outer ring is 25 to 50 miles out. The drive is longer.



Supply by radius: 10, 25, 50 miles

- Professionals with an NPI practicing within 25 mi, counted from the national provider file.
- Straight-line rings from the place point.

RING	NPI PROVIDERS	POPULATION	PER 10K
0 to 10 mi	2,253	1,796,690	12.5
10 to 25 mi	1,923	2,001,762	9.6
25 to 50 mi	2,988	3,383,196	8.8
Total 50 mi	7,164	7,181,648	10.0

Colleges and programs

- Completions are one year, for this program.
- Miles are straight-line from the place point.

COLLEGE	PROGRAM	COMPLETIONS	MILES	CONTACT
Northeastern University Boston, MA	Pharmacy	85	0.3	Admissions
MCPHS University Boston, MA	Pharmacy	409	0.4	Admissions
University of Rhode Island Kingston, RI	Pharmacy	121	63.1	Admissions
University of Connecticut Storrs, CT	Pharmacy	76	69.7	Admissions
Western New England University Springfield, MA	Pharmacy	45	74.6	Admissions

7 training programs are inside 100 miles. The table shows the 5 nearest.

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> **Takeaway.** Ask the local training programs about graduates and referrals, and widen the ring if applicants run thin.

WHAT TO DO

READY TO PASTE

Job posting
Pharmacist, Boston, MA, $139,660 to $158,770 a year.

People in this occupation work in pharmacies and hospitals.

Must-haves: a current state license, a doctoral degree, and extensive training and experience.

To apply, use [apply link or phone].

WHAT TO DO

OFFER BENCHMARK

Where the offer sits



- Recommended base $158,770, 75th percentile.

Pay points from the federal wage survey for this area.

OUTREACH

Outreach scripts

INMAIL
Hiring a Pharmacist in Boston, MA. I can send the pay range.

TEXT
Boston, MA has a Pharmacist opening. Reply yes for the pay range.

PHONE
Calling about a Pharmacist opening in Boston, MA.

HIRING PACE

Time to fill

38 days to fill

Hire difficulty 4.8 / 10

Adjusted from the Massachusetts all-jobs pace of 39 days.

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LOCAL

Local selling points



- Boston-Cambridge-Newton, MA-NH is 111.6, above the U.S. average.
- Training programs for this role are in this pack.

BEA all-items regional price parity, 2023. United States is 100.

OPEN WEEK

Sign-on and an open week

$2,686 per open week

One week of the published median wage.

INTERVIEW KIT

Questions and scorecard

WORKING WITH THE TEAM

Peer alignment. Tell me about a time when a colleague disagreed with how you were handling a task at the counter.

SITUATION The pharmacy, the shift, and what the disagreement was about.
ACTION What they said and did to keep the task moving.
TASK What the pharmacist personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

LEARNING AND GROWTH

Own development. Tell me about a time when you received feedback on your own prescription checks.

SITUATION The pharmacy, the shift, and the feedback on the work.
ACTION What they changed and how they checked it later.
TASK What the pharmacist personally owned in the moment.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

PLANNING THE SHIFT

Today and later. Tell me about a time when the list in the fill queue had more on it than you could finish.

SITUATION The pharmacy, the shift, and the list that could not be finished.
ACTION What they did now and what they told the person waiting.
TASK What the pharmacist personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

PRESCRIPTION SAFETY AND VERIFICATION

A prescription that does not look right. Tell me about a time when a prescription did not look right.

SITUATION The pharmacy, the shift, and the prescription that looked wrong.
ACTION What they checked and who they called.
TASK What the pharmacist personally owned and had to decide.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

A refill that is too soon. Tell me about a time when someone asked for a refill you believed was too soon or unsafe.

SITUATION The pharmacy, the shift, and the refill that was too soon.
ACTION What they refused and what they gave instead.
TASK What the pharmacist personally owned in the moment.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

An unfinished verification at shift end. Tell me about a time when you had to hand off an unfinished verification at the end of your shift.

SITUATION The pharmacy, the shift, and the unfinished verification.
ACTION What they left clear for the next person.
TASK What the pharmacist personally owned, apart from the team.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

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THERAPY JUDGMENT AT THE COUNTER

Two drugs that worry you. Tell me about a time when two drugs on one profile worried you.

SITUATION The pharmacy, the shift, and the two drugs.
TASK What the pharmacist personally owned, apart from the team.
ACTION What they weighed and what they decided.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

Teaching at the counter. Tell me about a time when a person did not understand how to take what you were dispensing.

SITUATION The pharmacy, the shift, and the teaching at the counter.
TASK What the pharmacist personally owned and had to decide.
ACTION What they taught and how they checked it.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

A therapy that does not fit. Tell me about a time when the therapy in front of you was a poor fit for this person.

SITUATION The pharmacy, the shift, and the therapy that did not fit.
TASK What the pharmacist personally owned in the moment.
ACTION What they changed and who they told.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

DISPENSING THROUGHPUT

A long queue and one hard fill. Tell me about a time when the queue was long and one prescription needed a hard look.

SITUATION The pharmacy, the shift, and the long queue.
TASK What the pharmacist personally owned, apart from the team.
ACTION What they moved first and what they held.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

A request to skip the last check. Tell me about a time when someone wanted a prescription now and your last check was not done.

SITUATION The pharmacy, the shift, and the check someone wanted skipped.
TASK What the pharmacist personally owned and had to decide.
ACTION What they refused to skip and what they did.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

REGULATORY COMPLIANCE

A request that would break a rule. Tell me about a time when a request would break a rule you were accountable for.

SITUATION The pharmacy, the shift, and the request against the rule.
TASK What the pharmacist personally owned in the moment.
ACTION What they refused and what they said.
RESULT How it ended and what they would repeat or change.
If vague, ask: What did YOU do? What was the result?

A miss you caught before it left. Tell me about a time when you caught a miss before a prescription left.

SITUATION The pharmacy, the shift, and the miss before it left.
TASK What the pharmacist personally owned, apart from the team.
ACTION What they caught and what they fixed.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

PRECEPTING AND RETENTION

What a learner may verify. Tell me about a time when a learner was beside you.

SITUATION The pharmacy, the shift, and what the learner could verify.
TASK What the pharmacist personally owned, apart from the team.
ACTION What they allowed and what they kept.
RESULT How it turned out and what they learned.
If vague, ask: What did YOU do? What was the result?

What has kept you in the pharmacy. Tell me about a time when you stayed in pharmacy work through a hard week.

SITUATION The pharmacy, the shift, and what made staying worth it.
TASK What the pharmacist personally owned and had to decide.
ACTION What they held onto and what they would change.
RESULT The outcome and what they would do the same.
If vague, ask: What did YOU do? What was the result?

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SCORECARD

Candidate _____ **Date** _____

1-2 vague or hypothetical. 3 specific example with clear action. 4-5 specific example with a measurable result and what they learned.

QUESTION	S	T	A	R	1-5
Peer alignment	☐	☐	☐	☐	
Own development	☐	☐	☐	☐	
Today and later	☐	☐	☐	☐	
A prescription that does not look right	☐	☐	☐	☐	
A refill that is too soon	☐	☐	☐	☐	
An unfinished verification at shift end	☐	☐	☐	☐	
Two drugs that worry you	☐	☐	☐	☐	
Teaching at the counter	☐	☐	☐	☐	
A therapy that does not fit	☐	☐	☐	☐	
A long queue and one hard fill	☐	☐	☐	☐	
A request to skip the last check	☐	☐	☐	☐	
A request that would break a rule	☐	☐	☐	☐	
A miss you caught before it left	☐	☐	☐	☐	
What a learner may verify	☐	☐	☐	☐	
What has kept you in the pharmacy	☐	☐	☐	☐	
Total					

Hire · 60 or higher | Maybe · 45 to 59 | Pass · 44 or lower

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BENEFITS THAT WIN THIS ROLE

Benefits that win this role

Ranked for pharmacists.

1 **Health, retirement & PTO** — EXPECTED BASELINE

Core package every offer must match; weak here loses candidates, strong here rarely wins them.

2 **Paid CE costs & protected CE time** — EXPECTED BASELINE

CE is required to keep a license, so funding it and protecting the time is the floor.

3 **Loan repayment & tuition support** — DIFFERENTIATOR

PharmD debt is heavy, so paying some of it down is one of the strongest levers available.

4 **Board-certification support** — DIFFERENTIATOR

Funding exams and adding a pay step for certification shows a real path to advance.

5 **Predictable schedules & protected clinical time** — DIFFERENTIATOR

Self-scheduling and manageable workloads are weighed against raw salary.

6 **Meaningful shift & on-call differentials** — DIFFERENTIATOR

Nights, weekends and call must pay visibly more to compete with weekday-only roles.

7 **Liability & disability coverage** — EXPECTED BASELINE

Compared line by line once pay is close; a thin plan can cost the hire.

Sources. ASHP (American Society of Health-System Pharmacists), Competitive Pay and Benefits for Health-System Pharmacy Teams 2026.

- Expected baseline is the floor candidates look for.
- A differentiator is what sets an offer apart.
- Offer the same benefits to every candidate for the role.

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Impress a candidate in Boston

- Places a visiting recruiter or hiring manager can take a candidate to entertain or impress them.
- Each group starts within 25 miles and widens to 40, 60, 90, then 150 miles until it has enough good options.
- Every line shows its distance.

UPSCALE DINING FOR A SENIOR OR EXECUTIVE HIRE

Del Frisco's Double Eagle Steakhouse — Upscale
888 Boylston Street, Boston, MA · 1 mi est. drive
Upscale prime steakhouse with a lively bar; signals you take the candidate seriously.
delfriscos.com

Fogo de Chão — Upscale
200 Dartmouth Street, Boston, MA · 1 mi est. drive
Brazilian churrascaria with tableside carved meats; a memorable group dinner.
fogodechao.com/location/boston

Ruth's Chris Steak House — Upscale
45 School Street, Boston, MA · 3 mi est. drive
USDA Prime steaks sizzled on 500-degree plates; quiet booths suit a closing dinner.
ruthschris.com

BUSINESS LUNCH OR DINNER WITH AN APPLICANT

Earls — Business meal
800 Boylston Street, Boston, MA · 1 mi est. drive
Broad global menu in a polished room; good for an after-work candidate meal.
earls.ca/locations/prudential

Maggiano's — Business meal
4 Columbus Ave, Boston, MA · 2 mi est. drive
Family-style Italian with private rooms; good for a panel lunch with an applicant.
maggianos.com

Del Frisco's Grille — Business meal
60 University Avenue, Westwood, MA · 12 mi est. drive
Upscale-casual grill from the steakhouse brand; polished business lunch.
delfriscosgrille.com

COFFEE FOR A FIRST CHAT

Local coffee house for a casual first chat.

Caffè Nero — Coffee
360 Longwood Avenue, Boston, MA · 1 mi est. drive
caffenero.com/us

Render Coffee — Coffee
563 Columbus Avenue, Boston, MA · 1 mi est. drive
rendercoffeebar.com

Jaho Coffee Roaster & Wine Bar — Coffee
1651 Washington Street, Boston, MA · 1 mi est. drive
jaho.com/pages/southend

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EXPERIENCES: GOLF, BOWLING, BREWERIES, WINERIES, TOPGOLF-TYPE OUTINGS

Puttshack
Entertainment
58 Pier Four Boulevard, Boston, MA · 3 mi est. drive
Tech-driven mini golf with a full bar and kitchen; fun, casual team outing.
puttshack.com/locations/boston

Urban Axes
Axe throwing
2 Union Square, Somerville, MA · 3 mi est. drive
Axe-throwing lanes; a lively team outing. Confirm age and alcohol rules.
urbanaxesboston.com

Cheeky Monkey Brewing Co.
Brewery
3 Lansdowne Street, Boston, MA · 1 mi est. drive
Local brewery or taproom; relaxed for an after-hours meet-up.
luckystrikeent.com

PRO AND MINOR-LEAGUE SPORTS

New England Patriots
NFL · September to January
Gillette Stadium · 1 Patriot Place, Foxborough, MA · 24 mi est. drive
An NFL game at Gillette Stadium.
Tickets · patriots.com/tickets

Boston Celtics
NBA · October to June
TD Garden · 100 Legends Way, Boston, MA · 3 mi est. drive
An NBA game at TD Garden. Premium seats or a suite make it a closing-stage outing.
Tickets · nba.com/celtics/tickets · Premium seating

Boston Red Sox
MLB · March to October
Fenway Park · 4 Jersey Street, Boston, MA · 1 mi est. drive
An MLB game at Fenway Park. Premium seats or a suite make it a closing-stage outing.
Tickets · mlb.com/redsox/tickets · Premium seating

Boston Bruins
NHL · October to June
TD Garden · 100 Legends Way, Boston, MA · 3 mi est. drive
An NHL game at TD Garden. Premium seats or a suite make it a closing-stage outing.
Tickets · nhl.com/bruins/tickets · Premium seating

Before you book.

- Hand-checked rooms and known brands come first: upscale dining, restaurants that take reservations, Topgolf-type outings, and pro and minor-league clubs.
- OpenStreetMap listings fill in local restaurants, coffee, golf, bowling, breweries, and wineries, and the list is not ranked by reviews.
- Barbecue counters, dessert shops, fast food, escape rooms, schools, community centers, and hotels are left off.
- Miles are an estimated drive (straight-line times 1.25; past 150 miles, straight-line distance), so confirm hours before you book.
- Venue locations: © OpenStreetMap contributors, ODbL, https://www.openstreetmap.org/copyright.

Your outing, your responsibility.

- Your organization is responsible for the visit, including contracts, deposits, alcohol service, insurance, guest safety, transportation, and accessibility.
- Offer the same kinds of meetings to every qualified candidate, alongside your usual job posting.
- Do not pick a setting that discourages someone because of age, sex, race, religion, disability, national origin, or any other protected trait.
- A listing is not an endorsement, and this is planning information, not legal advice.

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Driver table

DRIVER	SCORE	EVIDENCE
Supply vs demand	4.9	See Why it's hard.
Pay competitiveness	Not scored	See Why it's hard.
Req history	Not scored	Time open is not in this score.
Location and rurality	2.0	See Why it's hard.
Role type	8.5	See Why it's hard.
Hire-Difficulty Index	**4.8**	Drivers without a published figure are left out.

Data used in this pack

SOURCE	USED FOR	RELEASE
U.S. Bureau of Labor Statistics	Local wages and how many people work in this job.	May 2025
U.S. Census Bureau	Map point for this place.	2024
U.S. Census Bureau	Which county this place is in.	2020
U.S. Census Bureau	The metro area of the county.	July 2023
U.S. Department of Agriculture	How urban or rural the county is.	2023
U.S. Census Bureau	County population.	2024
U.S. Bureau of Labor Statistics	Statewide pace of hiring.	2024-2026
Centers for Medicare and Medicaid Services	Professionals with an NPI by practice location.	September 14, 2026
U.S. Census Bureau	Population inside each distance ring.	2019-2023
U.S. Department of Labor, Employment and Training Administration	How much preparation this occupation takes.	31.0
Centers for Medicare and Medicaid Services	Workplace names near this search.	September 14, 2026
National Center for Education Statistics	Training-program completions and the campus admissions address	2022-23
The ordering organization	Role title, seniority level.	2026-10-23
ReqRadius	Hire-difficulty scoring for this opening.	2026-10-23
U.S. Bureau of Economic Analysis	Metro price parity in the local selling points	2023

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