

Novo Nordisk Industry Practice Pharm.D. Fellowship

CURRENT INDUSTRY
PRACTICE FELLOWS
USA



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company overview

about novo nordisk

Novo Nordisk is a world leader in diabetes research, care and treatment, and has been for over 90 years. We also have a leading position within areas such as hemostasis care, growth hormone therapy and hormone therapy. Headquartered in Denmark, our organization employs over 39,000 people across 75 countries. Our U.S. operation is headquartered in Plainsboro, New Jersey, and has approximately 5,000 employees nationwide handling sales, marketing, medical, managed care, trade and government activities.

our company culture

With a career at Novo Nordisk, you'll feel a difference right from the start. It's a sense of inspiration and mobility that comes from a shared belief in driving positive change for people, families and communities everywhere. Here, a job is never just a job. You'll discover an inclusive environment that thrives on diversity of ideas and perspectives — one that will continually challenge you to live your values and achieve your professional goals.

Built on the work of past and present Novo Nordisk employees, our culture and company heritage have been developing since 1920. The way we do things is called the “Novo Nordisk Way.” It includes our Vision and our commitment to the Triple Bottom Line (social responsibility, environmental soundness and economic viability), helping us find the right balance between compassion and competitiveness.

“The Fellowship affords a unique opportunity to explore and gain a thorough understanding of company functions. In Regulatory Affairs, I can contribute to a creative, scientific environment with very high business impact.”

—Weronika Szafran, Pharm.D.
Regulatory Affairs Specialist, Novo Nordisk Inc.
(Multidisciplinary Fellow, 2013–2014)

the history of novo nordisk

The history of Novo Nordisk spans more than 90 years. It began in the early 1920s when August Krogh, a Nobel Prize-winning professor at the University of Copenhagen, decided to begin manufacturing a new medication called insulin, which had just been discovered by scientists at the University of Toronto in Canada. Krogh was the first to bring insulin production to Denmark in order to treat people with diabetes — among them his wife, Marie, also a pioneering doctor who contributed to these initial efforts.

Today, Novo Nordisk continues the legacy left by the founders of the company: to make a difference in the lives of people with diabetes and other chronic conditions. This is at the heart of everything we do.

our mission and the “novo nordisk way”

More than 26 million people in America are living with diabetes — and of those, millions remain undiagnosed and are not receiving treatment. If current projections hold true, more than half of Americans will have diabetes or be prediabetic by 2020 at a cost of trillions of dollars to the U.S. health care system.

We are dedicated to creating value for patients by changing diabetes — changing how it is treated, how it is viewed around the world and how the future of the disease evolves. While we seek to offer innovative solutions that fit the way people want to live, changing diabetes cannot be achieved through science alone. We have to effect change at every level: in research, in education, in public policy and in humanitarian and outreach efforts.

Our work is driven by a philosophy and a set of guidelines that we call the “Novo Nordisk Way.” The 10 Essentials, which describe it in practice, help further align our way of working with the thinking and values that characterize our beliefs:

1. We create value by having a patient-centered business approach.
2. We set ambitious goals and strive for excellence.
3. We are accountable for our financial, environmental and social performance.
4. We provide innovation to the benefit of our stakeholders.
5. We build and maintain good relations with our key stakeholders.
6. We treat everyone with respect.
7. We focus on personal performance and development.
8. We have a healthy and engaging working environment.
9. We optimize the way we work and strive for simplicity.
10. We never compromise on quality and business ethics.

medical affairs fellowship

Established in 2010, the Medical Affairs Postdoctoral Fellowship is a one-year, experiential program based in Plainsboro, New Jersey. Through this program, our Fellows have the opportunity to make an impact in the areas of diabetes, obesity, rare bleeding disorders and hormone-related conditions, as well as for the patients living with these illnesses every day. Creating the safest, most effective products is essential to improved prevention, detection and treatment management.

Our Fellows are an essential part of our Medical Affairs team, whose members are positioned throughout the organization to provide evidence-based solutions to patient care challenges. Notable responsibilities of this team include:

- **Medical Knowledge Building** – Extracting insights from scientific data, clinical experts and/or Key Opinion Leaders (KOLs), and providing support for marketing and regulatory/legal content.
- **Medical Strategy and Projects** – Setting strategy and planning core activities to ensure broad medical support for strategic and operational aspects of our business.
- **Medical Knowledge Communication** – Engaging in scientific exchange with health care professionals to foster education and medical knowledge sharing.

fellowship experiences

While building the necessary skills to lead critical initiatives and cross-functional teams, our dedicated Fellows help drive the successful creation and implementation of strategies, tactics and trainings. Once a working knowledge of the regulations that govern the pharmaceutical industry is developed, the Fellows will collaborate with other groups in the organization to develop strategies for partnering with external thought leaders and associations to better meet our customers’ needs and improve patient care. These skills and knowledge enable our Fellows to make significant contributions to the development, launch and lifecycle management of our products. Departmental areas of focus may include Medical Strategic Planning, External Stakeholder Engagement, Medical Support of Promotional Review, and Scientific Communications and Training.

fellowship objectives

Fellows in this program will work closely with Medical Operations, Clinical Trial Management, Marketing and other key functional areas. Serving as a conduit between our scientific enterprise and our marketing outreach, this role is essential to maintaining the integrity and accuracy of our communications. Additional responsibilities include:

- Supporting strategic planning to achieve scientific and commercial objectives.
- Understanding the roles and responsibilities of Medical Affairs, including Home Office and Field-Based professionals.
- Participating in the grant review process and the analysis of educational impact.
- Developing and presenting a “Fellowship Research Project” poster at a professional conference during their time in the program.

This program also has flexibility to align with the individual interests and skill sets of our Fellows, as well as the business needs of our organization.

“The Novo Nordisk Fellowship program is an ideal fit for candidates wanting to grow both personally and professionally. Its unequivocally rigorous nature requires a tremendous work ethic, an ability to work creatively and collaboratively, and a passion for improving the lives of patients with diabetes.”

—Justin Bakhshai, Pharm.D., MBA
*Senior Medical Liaison, Managed Markets Strategic Accounts, Novo Nordisk Inc.
(MA Fellow, 2011–2012)*

multidisciplinary fellowship

Established in 2005, the two-year Novo Nordisk Multidisciplinary Pharm.D. Fellowship provides pharmacy professionals with hands-on experience in various functional areas of the pharmaceutical industry. By participating in this program, Fellows obtain the skills needed to pursue a career within the pharmaceutical industry while demonstrating where their education and experience can make a significant contribution to satisfying customers’ needs and achieving company goals.

fellowship experiences

During this unique Fellowship, the Pharm.D. Fellow will gain 12 months of experience in Medical Information and will rotate through cross-functional departments. The rotation selection is determined by the Fellow’s personal interests as well as business needs.

fellowship objectives

Fellows that participate in this program will:

- Understand the roles and responsibilities of a Pharm.D. in the departments the Fellow rotates through.
- Gain working knowledge of the laws and regulations governing the pharmaceutical industry.
- Provide scientific and clinical support for marketed products and products in development, and appropriately communicate to internal and external customers.

Throughout the Fellowship, Fellows will report to a Senior Medical Information Therapeutic Manager. Goals will be set at the beginning of each rotation, and performance reviews will be conducted at the conclusion.



KEELY DAHL
DAN BASOFF
SOPHIE HOANG
USA

multidisciplinary rotations

medical information

The Medical Information & Analysis (MI&A) Team is dedicated to providing Novo Nordisk customers with accurate, fair-balanced and current medical information about our products and related disease states. Requested information is provided to external stakeholders, such as health care professionals, patients and managed care organizations. Although MI&A Therapeutic Managers are assigned to specific therapeutic areas, they are cross-trained to respond to questions about all Novo Nordisk products. MI&A leads ad hoc project teams/task forces and collaborates with cross-functional teams across Novo Nordisk, including Sales Training, Medical Affairs, Medical Education, Regulatory Affairs and Medical Writing.

product safety

The Product Safety (PS) Group consists of dedicated professionals for whom patient safety is not just a commitment, but a passion. The PS team is responsible for the collection and reporting of customer complaints and adverse events for all Novo Nordisk products through all phases of the drug development process, from the earliest clinical trials all the way through post-marketing experience after drug approval. Working in close collaboration with Global Safety, this function is critical to ensuring high-quality Novo Nordisk products and the safety of the patients that rely upon them every day.

“The unique Multidisciplinary Pharm.D. Fellowship Program provided a great opportunity to collaborate with professionals in various departments with various educational backgrounds.”

—Chandni Patel, Pharm.D., MBA
*Sr. Medical Information Therapeutic Manager, Novo Nordisk Inc.
(Multidisciplinary Fellow, 2008–2010)*

YELENA DAVYDOVSKAYA
BERNARD HSU
RANDY KING
JOE GOMEZ
USA





WERONICA SZAFRAN
SHERRI SO
USA

strategic knowledge integration

Strategic Knowledge Integration is responsible for identifying and analyzing timely and relevant scientific, marketing and/or industry information from primary and secondary sources for both Novo Nordisk and competitor products and disease states. This information is then shared with cross-functional Novo Nordisk colleagues and project teams through various channels to contribute to the growth, competitiveness and innovation of the company and to support informed, strategic decision-making.

“The Multidisciplinary Pharm.D. Fellowship provided me the unique opportunity to gain training within different functional areas of the organization and work as an integral team member within these groups. As I rotated through Medical Information and Regulatory Affairs, I was able to build valuable relationships with my colleagues and work on impactful projects.”

–Juhi Jaisinghani, Pharm.D.
Medical Information Therapeutic Manager, Novo Nordisk Inc.
(Multidisciplinary Fellow, 2011–2012)

medical writing

The Medical Writing Group creates clinical, scientific and regulatory documents to advance the medical and educational initiatives of Novo Nordisk. These documents are expected to be balanced and scientifically accurate and adhere to the highest ethical and quality standards. Responsibilities include:

- Preparing documents that support the regulatory needs of projects (e.g., clinical trial reports, summary documents, etc.), as well as the dissemination of clinical data to the medical community (e.g., abstracts and posters for congress presentation, medical journal manuscripts, etc.).
- Developing and implementing local publication plans in collaboration with local and global stakeholders, including Medical Affairs, global publication managers and medical communications companies.

medical education

The Medical Education Team supports fair-balanced, scientifically sound and independent educational programs. Available in live, web-based and printed formats, these programs are designed to meet the needs of health care professionals (HCPs), patients and the community. Programs focused on HCPs help enhance their knowledge and skills for the benefit of their patients, while programs focused on patients or communities spread awareness about therapeutic areas of interest and encourage proper health management.

“The Multidisciplinary Pharm.D. Fellowship program has allowed me to grow both personally and professionally. Working for a company and with people who truly care about my professional growth has helped me gain the experience and skills I will need for a successful career.”

–Madhuri Kothari, Pharm.D., MBA
Sr. Strategic Knowledge Integration Manager, Novo Nordisk Inc.
(Multidisciplinary Fellow, 2009–2011)

market development & hcp engagement fellowship

The Market Development and HCP Engagement (MD & HCPE) Postdoctoral Fellowship is a one-year, experiential program within Diabetes and Obesity Marketing and based in Plainsboro, NJ. The MD & HCPE Team's vision is to support Novo Nordisk's leadership by optimizing HCP education and engagement while identifying and exploring future health care trends leading to improved patient care. This Fellowship is intended to expose Pharm.D. Fellows to the development of promotional education content and the design and execution of promotional education programs targeted at health care professionals. Core responsibilities of the MD & HCPE team include:

- **Education** – Develop and optimize promotional content to maximize HCP education.
- **Engagement** – Interact with a diverse group of clinical and commercial stakeholders.
- **Management** – Manage promotional programs, contract HCP speakers, and ensure proper compliance and reporting.

fellowship experiences

While building the necessary skills to lead critical initiatives and cross-functional teams, the MD & HCPE Fellow will help drive the successful creation and implementation of promotional HCP education and engagement. Once a working knowledge of the regulations that govern the pharmaceutical industry is developed, the Fellow will collaborate with other groups in the organization to help with the strategic development of annual MD & HCPE plans, aligned with commercial brand strategies across the diabetes portfolio.

fellowship objectives

Fellows in this program will work closely with Medical Affairs, Marketing, Legal and Regulatory.

Responsibilities include:

- Engaging in information-gathering activities such as advisory boards and publication surveillance to gain and apply insights to guide MD & HCPE, Brand strategy and tactical planning.
- Understanding the roles and responsibilities of Diabetes Marketing and Field Sales.
- Developing and presenting a "Fellowship Research Project" poster at a professional conference during their time in the program.



regulatory affairs promotional review fellowship

Regulatory Affairs is a team of professionals dedicated to providing regulatory expertise and leadership to expedite the development, filing, approval and introduction of new products, and to maintain marketed products in support of company goals. They direct negotiations and interactions with regulatory agencies, including the Food and Drug Administration (FDA), and develop strategies to achieve business goals while ensuring compliance to regulations.

As a part of Regulatory Affairs, the Promotional Review Group is responsible for providing strategic guidance on FDA regulations as they apply to advertising and promotional materials. The Promotional Review Group analyzes and applies regulations, guidances, enforcement actions and advisory comments from the FDA Office of Prescription Drug Promotion (OPDP) to advertising and promotional materials for marketed and investigational pharmaceutical products, and submits the materials to the FDA as required.

fellowship experiences

Fellows in the program will build necessary skills to help create compliant promotional and advertising materials for the company. As part of the program, individuals will gain experience in Regulatory Affairs Promotional Review, initially learning about internal processes, compliance with FDA regulations and submission of any required documents to regulatory agencies. As fundamentals are established, the Fellow will participate in Promotional Review Board meetings and the review of various types of promotional initiatives, including direct-to-consumer (DTC) advertising, patient and health care provider brochures, sales training materials, convention materials, speakers programs, and internet and social media materials.

fellowship objectives

The Fellow will be a partner in cross-collaborative Promotional Review Board teams consisting of colleagues from Medical Affairs, Marketing, Legal, Marketing Operations and Product Safety. The goal is for the Fellow to become an independent regulatory reviewer on the review team, with the potential for interaction with FDA personnel regarding assigned projects as opportunities arise.

Fellows that participate in the program will:

- Gain expertise in and maintain up-to-date knowledge of laws, regulations and policies enforced by the FDA as they relate to the advertising and promotion of pharmaceuticals and devices.
- Advise appropriate departments within the company of regulatory requirements.
- Review draft and final advertising/promotional materials, ensuring full regulatory compliance of all promotions for all assigned products, including the submission of promotional materials to the FDA.



application information

The Fellows will begin their employment at Novo Nordisk at the beginning of July.

Eligibility Requirements

- Doctor of Pharmacy (Pharm.D.) Graduate
- U.S. Citizen or Lawful Permanent Resident

Preferred Skills

- Scientific writing and literature evaluation skills
- Strong presentation and communication skills

Application Process and Timelines

- **IMPORTANT:** To be considered as an applicant, you must officially apply to the program online at novonordisk-us.com and, under the careers tab, click search and apply. For ease of identifying the job, please enter the keyword "Fellow."
- For more information regarding the Novo Nordisk Industry Practice Pharm.D. Fellowship and to learn more about the current fellows, please visit nnipharmdfellowship.com
- The online application process will only be open from October through December of this year.
- Candidates who plan to attend the American Society of Health-System Pharmacists (ASHP) Midyear Clinical Meeting in December will need to complete an application on our careers site referenced above to be considered for an interview.
- First-Round Interviews will take place at the ASHP Midyear Clinical Meeting in Las Vegas in December 2016. Although attendance is not required, it is desired. If you are not able to attend in person, alternate and equitable interview modes may be available.
- Invitations for on-site interviews at Novo Nordisk will usually be extended to select candidates in January. Anticipated final selections will be made by the end of February.

current fellows

"I am very fortunate to be part of Novo Nordisk. It is a special opportunity to be a part of an organization that is committed to tackling prevalent global healthcare issues such as diabetes and obesity, as well as some of the rarest bleeding and growth disorders. The Medical Affairs Fellowship is a challenging developmental program that provides meaningful opportunities to work with cross-functional teams while leading projects that drive the business forward."

—Dan Basoff, Pharm.D.
Medical Affairs Fellow
*Rutgers, The State University of New Jersey
Ernest Mario School of Pharmacy*



"The Novo Nordisk Fellowship Program offers a unique and challenging experience to develop transferable skills across different industry settings. The industry provides opportunities to collaborate on cross-functional teams, which has allowed me to think strategically, lead projects and communicate effectively. As an integral member on the Medical Affairs team, I develop scientific resources to support our innovative medicines."

—Sophie Hoang, Pharm.D., MBA
Medical Affairs Fellow
*University of the Pacific
Thomas J. Long School of Pharmacy and Health Sciences*

"The Novo Nordisk Fellowship Program will open the door to an incredibly rewarding and meaningful career within the pharmaceutical industry. You have unparalleled exposure throughout the company and to senior level management, and you are embraced as an essential member of the team from day one. This is an excellent opportunity for driven individuals seeking to leverage their pharmacy background and leadership abilities for the purpose of making a broad impact on the lives of patients in a fast-paced, ever-changing, but ever-exciting healthcare landscape."

—Keely Dahl, Pharm.D.
Medical Affairs Fellow
*University of Florida
College of Pharmacy*





"I chose to work at Novo Nordisk because of our commitment to patient lives. The importance of patients is intertwined in every decision we make. I enjoy working in the pharmaceutical industry because your actions have such a broad impact. It's truly rewarding to be able to leverage my skills as a Pharm.D. to help shape disease state and drug understanding."

–Yelena Davydovskaya, Pharm.D.
Multidisciplinary Fellow
University of Toledo
College of Pharmacy & Pharmaceutical Sciences

"Novo Nordisk is an ambitious, patient-centric company that strives for excellence, provides innovation and treats everyone with respect. During my time here, I've been able to have a great impact in understanding diabetes through data and analytics, which tells a detailed story of all different aspects of the disease. Novo Nordisk provides an engaging work environment, champions individual development, and provides all the tools necessary to succeed when starting your career."

–Bernard Hsu, Pharm.D.
Multidisciplinary Fellow
University of Illinois at Chicago
College of Pharmacy



"I have always been passionate about diabetes as a disease state and its associated therapeutic management. Thus, it was a natural choice to pursue this opportunity to work at Novo Nordisk, a global leader in diabetes. I have always been someone who welcomes and embraces change. The pharmaceutical industry is a dynamic field, and I am fortunate to have the opportunity evolve my career in parallel."

–Randy King, Pharm.D.
Multidisciplinary Fellow
University of Cincinnati
James L. Winkle College of Pharmacy

"Novo Nordisk's commitment to the Triple Bottom Line drew me to the company. This multifaceted orientation will ensure I become a well-rounded individual with a successful career in the pharmaceutical industry. I love how industry embraces collaboration. I find the most rewarding aspect of working in the pharmaceutical industry to be participating in collaboration in order to advance patient care."

–Joe Gomez, Pharm.D., MBA
Multidisciplinary Fellow
University of Illinois at Chicago
College of Pharmacy

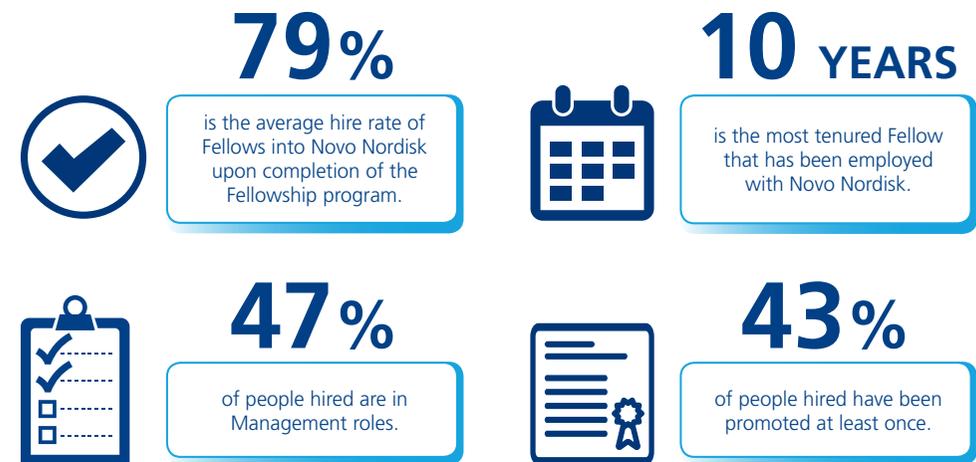


"I chose Novo Nordisk because of its unique culture and relentless dedication to patients. The patient-centered commitment to changing diabetes is evident in the passion of all employees and results in truly innovative and deeply impactful work. As a result of this attitude, the fellowship program encourages fellows to explore multiple elements of industry and discover their career passions."

–Andrew Schneider, Pharm.D.
Market Development & HCP Engagement Fellow
University of Toledo
College of Pharmacy & Pharmaceutical Sciences

"Improving patient outcomes is our main focus here at Novo Nordisk. I'm proud to work for a company whose values and ethics are evident in its employees and the way we do business. My fellowship responsibilities include collaborating across boundaries, reviewing promotional materials, interpreting FDA advisory comments, and staying up to date with current market trends related to prescription drug promotion. Being a fellow at Novo Nordisk has allowed me to gain valuable work experience, build an exceptional professional network, and strengthen the skills necessary for a successful and fulfilling career in the pharmaceutical industry."

–Brad Waldo, Pharm.D.
Regulatory Affairs Promotional Review Fellow
University of Iowa
College of Pharmacy





novonordisk-us.com
nnpharmdfellowship.com

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