

# Novo Nordisk Inc.

## Multidisciplinary PharmD Residency 2009-2011 Program Brochure



## Table of Contents

<b>Company Overview</b>	2
About Novo Nordisk	2
My Company Culture	2
The History of Novo Nordisk	3
Our Vision	3
<b>Residency Program Overview</b>	4
First-year Rotations	5
Drug Information	5
Regulatory Affairs/Strategic Management and Regulatory Tools	6
Second-year Rotations	7
BioPharmaceuticals - Medical Affairs	7
Diabetes Medical and Scientific Affairs	8
Professional Education Services	9
Diabetes Brand Marketing and Market Shaping	10
<b>Compensation and Benefits</b>	11
<b>Residency Applicants</b>	12
Eligibility Requirements	12
How to Apply	12
Contacts	12
<b>Current Residents</b>	13
<b>Residency Alumni</b>	15

## Company Overview

### *About Novo Nordisk*

Located in Princeton, NJ, our North American business, Novo Nordisk Inc., has approximately 4,000 employees nationwide handling sales, marketing, managed care, trade, and government activities. A world leader in diabetes care, Novo Nordisk has its headquarters in Denmark, employing approximately 26,000 employees in 79 countries and marketing its products in 180 countries. In addition, Novo Nordisk has a leading position within areas such as hemostasis management, growth hormone therapy, and hormone replacement therapy.

### *My Company Culture*

*"A job here is never just a job."*

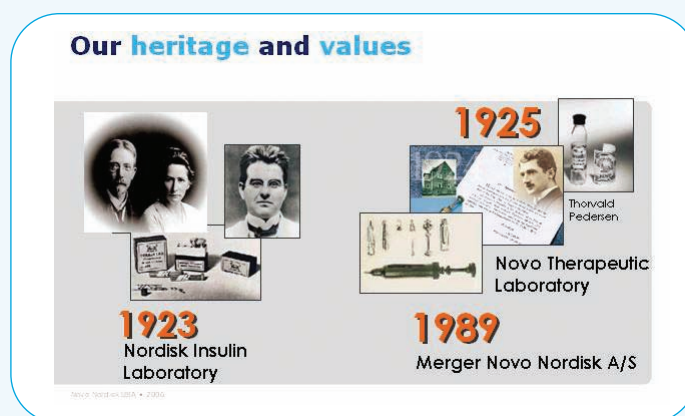
The *My Company Culture* is a culture of high and continuously improving performance with talented and accessible leaders at all levels. It is a diverse and inclusive environment where employees are respected, valued, and engaged to deliver.

We are committed to being there for our customers whenever they need us. We will be innovative and effective in everything we do. We will attract and retain the best people by making our company a challenging place to work.

We are also proud of our adherence to the "Triple Bottom Line"- a measure of our commitment to social and environmental responsibility, as well as a policy that helps us attract and keep the very best people.

## The History of Novo Nordisk

Behind the Novo Nordisk we know today lies an exciting story that goes back more than 75 years. The story is about 2 small Danish firms set up in Copenhagen in the 1920s – Nordisk Insulin laboratorium and Novo Terapeutisk Laboratorium – which began producing a new, revolutionary medical preparation, insulin, that had just been discovered by 2 Canadian scientists.



## Our Vision

*We will be the world's leading diabetes care company.*

Our aspiration is to defeat diabetes by finding better methods of diabetes prevention, detection, and treatment. We will work actively to promote collaboration between all parties in the healthcare system in order to achieve our common goals.

*Our values are expressed in all our actions.*

Decency is what counts. Every day we strive to find the right balance between compassion and competitiveness, the short and the long term, self and commitment to colleagues and society, work and family life.

## Residency Program Overview

Established in 2005, the Novo Nordisk Multidisciplinary PharmD Residency Program provides pharmacy professionals with hands-on experience in various functional areas in the pharmaceutical industry. During this unique 24-month program, the Industry Practice Resident will gain 6 months of experience in Drug Information and 6 months in Regulatory Affairs. During the second year of the program, the resident will spend time in other functional areas within Novo Nordisk Inc. Based upon personal interest and business needs, the resident will be assigned to additional rotations in 2 of the following departments: Diabetes Medical and Scientific Affairs or BioPharmaceuticals - Medical Affairs, Diabetes Brand Marketing and Market Shaping or Professional Education Services.

The intent of the program is to provide residents with the skills needed to pursue a career within the pharmaceutical industry where their education and experience can make a significant contribution to satisfying customer needs and achieving company goals.

The resident will report to the Residency Program Director throughout the 24-month program and will also have a reporting relationship with a manager in the respective functional areas during each 6-month rotation. The resident's goals will be set at the beginning of each rotation and performance reviews will be conducted at the conclusion of each rotation. At the end of the program, the resident will be issued a certificate of completion.

## *Drug Information*

The Drug Information (DI) 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 healthcare professionals, consumers, and managed care organizations.

The DI scientists are assigned to specific therapeutic areas, but are cross-trained to respond to questions about all Novo Nordisk products. They are members of project teams, extended brand teams, and ad hoc task forces. The DI team provides training and support to sales representatives, scientific liaisons, and other internal colleagues. DI scientists assist in the review of continuing education programs, promotional materials, and product labeling.

### *Rotation Objectives*

- Understand the role and responsibilities of a Drug Information scientist in the pharmaceutical industry
- Provide accurate, fair-balanced, and current medical and technical information regarding Novo Nordisk products to healthcare professionals, consumers, and managed care organizations
- Respond to inquiries in both verbal and written formats and tailor responses to the target audience
- Update or create standard DI letters and perform literature searches to stay current on the latest scientific information
- Complete and present a "Residency Project" poster during the annual Drug Information Association Conference
- Attend relevant scientific meetings

## *Regulatory Affairs/Strategic Management and Regulatory Tools*

Regulatory Affairs is a team of professionals dedicated to providing regulatory expertise, leadership, and support for Novo Nordisk's developmental and commercial programs. As the front line of regulatory approval, this team provides customer-focused leadership with federal and local regulatory authorities that foster a positive environment for expediting product approvals. They direct negotiations and interactions with regulatory agencies and develop strategies to achieve business goals while assuring regulatory compliance.

As a part of Regulatory Affairs, the Strategic Management and Regulatory Tools (SMART) team handles business processes, regulatory intelligence, labeling, and training to ensure compliance and rapid response to changes in the regulatory arena. In Regulatory Affairs the resident will acquire a better understanding of the dynamics of the drug development process by being involved in the following functions of the regulatory department:

### *Rotation Objectives*

- Assist with labeling strategy and product label development
- Review and compile FDA submissions for INDs, NDAs, and BLAs to government agencies in support of investigational and marketed products
- Work with team members to prepare chemistry, manufacturing, and controls submissions, nonclinical information, clinical protocols, study reports, and investigator brochures for submission to the FDA; review FDA guidance to ensure these documents meet the current requirements
- Review promotional materials and provide input on marketing programs and advertisements to ensure compliance with laws and regulations

## *BioPharmaceuticals - Medical Affairs*

The BioPharmaceuticals - Medical Affairs team is committed to supporting our biopharmaceutical products in a collaborative environment that integrates education, research, and clinical leadership. They serve as a conduit between healthcare professionals and Novo Nordisk in providing information and education on the company's biopharmaceutical products and uses. This team facilitates communication among healthcare professionals through educational events, supporting publications, presentations, and peer-to-peer consultation. They collaborate with Clinical Research and BioPharmaceuticals Sales, and other key internal and external customers, to improve Novo Nordisk's position for current and future products.

The team consists of an in-house and field-based team that includes MDs, PhDs, and a multidisciplinary team of medical liaisons.

### *Rotation Objectives*

- Understand the role and responsibilities of all members of the BioPharmaceuticals - Medical Affairs team, with special focus on the role of the medical liaison
- Verbally present accurate, fair balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, consumers, managed care organizations, and hospitals
- Respond to field-based inquiries regarding on and off-label product usage and understand appropriate hospital dynamics involved in information dissemination
- Understand laws and regulations governing the activities of a medical liaison
- Spend time in the field with medical liaisons and assist with presentations; attend relevant scientific meetings

## *Diabetes Medical and Scientific Affairs*

The Diabetes Medical and Scientific Affairs (MSA) team is made up of a diverse group of field-based healthcare professionals who provide evidence-based solutions to patient care challenges of strategic importance to Novo Nordisk. The MSA team is dedicated to the development and exchange of scientific and medical knowledge in support of Novo Nordisk's initiatives. The team aims to provide timely information, products, and services to improve the quality of life for the patients Novo Nordisk serves.

The MSA team was formed to establish a scientific presence and credibility in key institutions, in managed care accounts, and in the broader medical and academic community. This team consists of experienced healthcare professionals (physicians, pharmacists, nurses, registered dietitians, and Certified Diabetes Educators [CDEs]) with diverse backgrounds in academia, private practice, and the pharmaceutical industry.

### *Rotation Objectives*

- Understand the role and responsibilities of a Medical and Scientific Affairs professional at Novo Nordisk
- Develop the skills needed to provide accurate, fair-balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, key institutions, managed care organizations, and the broader medical and academic community
- Present scientific and therapeutic information to internal and external customers
- Participate in product training for sales representatives and in-house colleagues
- Attend relevant scientific meetings
- Attend and participate in speaker training and/or advisory board meetings

## *Professional Education Services*

The Professional Education Services (PES) team consists of dedicated professionals, who reinforce Novo Nordisk's vision of "Changing Diabetes" by supporting fair-balanced, scientifically-sound, and independently-accredited education programs that meet the needs of healthcare professionals (HCPs). Medical education is available to HCPs in a variety of forms, such as live meetings, and Web-based and printed activities. These education programs will keep HCPs updated on new information and maintain their continuing education credits. The mission of the team is to fund grants for independent, medical education programs that enhance the knowledge of HCPs and enable them to provide the optimal level of care to their patients.

### *Rotation Objectives*

- Understand the role and responsibilities of the PES team in the pharmaceutical industry environment
- Gain an understanding of industry regulations pertaining to continuing education and ensure that all programs are funded and executed in compliance with these guidelines
- Review, track, manage, and monitor medical education programs
- Participate in the review and evaluation of proposals and grant requests submitted by various medical education companies and accredited providers
- Conduct reviews of needs assessments, educational objectives, and program content in submitted proposals
- Interact with medical education partners to ensure successful implementation of programs
- Assist with the medical accuracy review of appropriate enduring materials, such as Web-based programs, monographs, and journal supplements after they have been presented to HCPs

## *Diabetes Brand Marketing and Market Shaping*

The Diabetes Brand Marketing and Market Shaping team at Novo Nordisk drives leaderships by developing and implementing innovative programs, with a focus on the customer. The department is comprised of approximately 50 professionals, and the customer-centric team approach includes endocrinologist/specialty marketing, primary care marketing, market shaping, and marketing effectiveness. These teams work very closely together to ensure they meet the needs of the specific customers while helping to increase market shares.

This rotation will be based in the market shaping team, whose mission is to shape the market by using cutting-edge scientific information, life-cycle management, and core-brand messages to augment portfolio sales. Market shaping partners with key opinion leaders to drive advocacy, publications, and promotional, medical education for healthcare professionals.

### *Rotation Objectives*

- Understand the role and responsibilities of Diabetes Brand Marketing and Market Shaping
- Gain marketing skills through developing and executing effective promotional market shaping programs directed towards our customers
- Participate in the brand planning process and help develop market shaping concepts
- Manage cross-functional projects and task forces that may involve Medical, Regulatory, Publications, Sales, Strategic Business Development, and other functional areas
- Understand the various data sources in the pharmaceutical industry and the use of data within the Marketing Department, with respect to Market Shaping
- Understand the role of the Promotional Review Board (PRB) in relation to marketing

## Compensation and Benefits

The selected residents will be offered a highly competitive salary and will also receive a substantial salary increase and bonus at the end of the first year if performance goals are met.

Novo Nordisk Industry Practice Residents will participate in one of the best benefits programs in the pharmaceutical industry. Residents will be offered the benefits package that is provided to all full-time Novo Nordisk employees.

## Residency Applicants

Two residents will be selected for this 24-month program and will begin their employment at Novo Nordisk on July 1, 2009. The program will end on June 30, 2011.

### *Eligibility Requirements*

- Doctor of Pharmacy (PharmD) graduate
- U.S. Citizen or Lawful Permanent Resident
- Scientific writing and literature evaluation skills (candidates to furnish writing or abstracting sample)

### *How to Apply*

- Attendance at the American Society of Health-System Pharmacists (ASHP) Midyear Clinical Meeting is highly encouraged due to the competitive nature of the resident selection process, however, attendance is not required.
- Qualified candidates who plan to attend the ASHP Midyear Clinical Meeting in December may preschedule their meeting with us by contacting us at [nnpipharmdresidency@novonordisk.com](mailto:nnpipharmdresidency@novonordisk.com).
- **IMPORTANT:** To be considered an applicant (whether attending ASHP/PPS or not), you must officially apply to the program online at [novonordisk-us.com](http://novonordisk-us.com) and complete the following steps:
  1. Click on "Careers" link at the top right corner of the page
  2. Click on the "Search Jobs" on the left hand side of the page
  3. Scroll down to "Search Openings" and click
  4. Enter the keywords: "PharmD Residency" and select the location "Princeton, NJ"
  5. Two jobs will appear as search results. Apply to **BOTH** jobs simultaneously by placing a check next to both. **The online application process will be open December through mid-January only.**
- Invitations for on-site interviews at Novo Nordisk Inc. will be extended to select candidates. Final selection will be made by February.

### *Contacts*

For additional information, contact us at [nnpipharmdresidency@novonordisk.com](mailto:nnpipharmdresidency@novonordisk.com).

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Residency Program Director  
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## Current Residents

### *First-year Residents*



**Catherine Nojiri, PharmD, 2008-2010 Resident**

"As a resident at Novo Nordisk, I am excited to be part of a unique healthcare company that is invested in my professional growth and development. The opportunity to become integrated into various departments throughout the 2-year residency will broaden my abilities and knowledge base, while forming valuable relationships with my colleagues. The company's focus on social responsibility through initiatives such as "Changing Diabetes" is consistent with my desire to fulfill my obligations as a healthcare professional. I am eager to utilize my training as a pharmacist to advocate for patients and impact how diseases are treated. After completion of the program, I am confident that I will be well-prepared for a multitude of roles within the pharmaceutical industry."



**Chandni Patel, PharmD, 2008-2010 Resident**

"The 2-year Postdoctoral Multidisciplinary Residency Program will be an amazing learning experience, both professionally and personally. Having the opportunity to work with professionals from various departments throughout the course of the residency program will allow me to not only build a strong foundation for a career path in the pharmaceutical industry, but also develop a well-rounded insight towards the value and impact a PharmD education can have. I look forward to the challenges and experiences I will face from this unique program and distinguished company over the next 2 years."

## Current Residents

### Second-year Residents



#### **Maria Cho, PharmD, 2007-2009 Resident**

"In the Novo Nordisk Residency Program, I am confident that I am on the accelerated path to building a solid career in the pharmaceutical industry. Interacting with professionals in such a compassionate, committed, and innovative company culture has made my experience exceptional. I look forward to the tremendous professional and personal growth I will experience working in the other departments over the next 2 years."



#### **Dhara Seth, PharmD, 2007-2009 Resident**

"The 2-year Postdoctoral Multidisciplinary Residency Program will allow me to gain an in-depth perspective of the numerous opportunities available within the pharmaceutical industry. While being an integral member of various departments within Novo Nordisk, I will be given the opportunity to work on key projects and collaborate across departments such as Diabetes Medical and Scientific Affairs, Professional Education Services, Regulatory Affairs, Drug Information, and Diabetes Brand Marketing and Market Shaping, resulting in a multifaceted experience."



Drs. Seth and Cho present their project results at the Residents' Poster Session, DIA Medical Communications Workshop, Orlando, FL, March 2008

## Residency Alumni

"This innovative, multidisciplinary program provides a unique opportunity to gain experience in various departments and collaborate with talented colleagues across the organization. I have been fortunate to complete the program and obtain skills and competencies through my rotations in Drug Information, Growth Hormone Brand Marketing, Regulatory Affairs: Therapeutic Area and Product Safety, and Professional Education Services. I was continuously challenged and encouraged by my mentors for the benefit of my professional development. By the end of the program, I found a position within the company that is a great fit for me and aligns with my career objectives."

Soo Mi Ahn, PharmD, 2006-2008 Resident  
Associate Manager, Continuing Education  
Professional Education Services, Novo Nordisk Inc.

"The Industry Practice Residency Program at Novo Nordisk can best be described in 3 words: Challenging, Innovative, and Unique. As a Novo Nordisk Industry Practice Resident in the Regulatory Affairs Department, I have gained direct experience from various product managers and project teams. My experience in the last few months has ranged from FDA submissions to chemistry manufacturing and controls process training. This unique program allows residents to explore various facets of the industry to discover their niche."

Ben Echeazu, PharmD, 2006-2008 Resident

"The residency program introduces recent PharmD graduates to a real-world understanding of the pharmaceutical industry, and is a great way to collaborate cross-functionally. I accepted a position in the Drug Information department based on the admirable group of people, the positive atmosphere, and the capability to participate in diverse projects which allow me to work with regulatory, legal, sales, and marketing teams.

Sabrina Lo, PharmD, 2005-2007 Resident  
Drug Information Scientist  
Medical Communications, Novo Nordisk Inc.

"Novo Nordisk's Residency Program keeps in accordance with its core values, allowing its residents the opportunities to be truly ambitious and accountable. The 2-year program has allowed me to obtain a detailed understanding of the various departments and how they work in unison to fulfill their various functions, whether it is in Drug Information, Regulatory Affairs, Product Safety, Continuing Education, or Medical Affairs, with the added flexibility to pursue areas that are of further interest to me."

Jimmy George, PharmD, 2005-2007 Resident



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