



Novo Nordisk PharmD Fellowships



NOVO NORDISK INC
USA HQ



contents

About Novo Nordisk

- Company Overview
- Dedicated to Breaking New Ground
- Our Mission and the Novo Nordisk Way

Medical Affairs Fellowship

- Fellowship Objectives & Experiences
- Current Fellow Perspectives

Multidisciplinary Fellowship

- Fellowship Objectives & Experiences
- Multidisciplinary Rotations
- Current Fellow Perspectives

Market Development & Promotional Education Fellowship

- Fellowship Objectives & Experiences
- Current Fellow Perspectives

Regulatory Affairs Advertising & Promotion Fellowship

- Fellowship Objectives & Experiences
- Current Fellow Perspectives

Why Novo Nordisk?

- Our Company Culture
- The Triple Bottom Line
- Past Fellow Testimonials

Recruitment & Events

- Application Information
- Live Webinar Sessions



company overview

Novo Nordisk A/S is a global healthcare company with more than 90 years of innovation and leadership in diabetes research, care and treatment.

This heritage has given us experience and capabilities that also enable us to help people defeat other serious chronic conditions such as hemophilia, growth disorders and obesity.

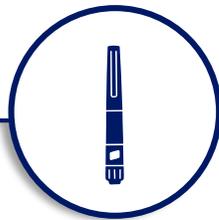
Established in 1923 and headquartered in Copenhagen, Denmark, Novo Nordisk employs approximately 43,100 people in 79 countries and markets its products in more than 170 countries.

Novo Nordisk, Inc., is the US affiliate of Novo Nordisk A/S. Our US headquarters are located in Plainsboro, NJ, and the Novo Nordisk US business presence stretches from coast to coast -- from an insulin manufacturing plant in North Carolina to the Novo Nordisk Research Center in Seattle, WA.

Dedicated to Breaking New Ground

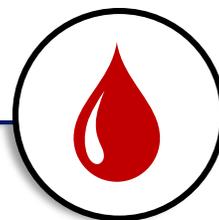
Type 1 & Type 2 Diabetes

Since 1923, we have been focused on innovation and leadership in diabetes care. Today we have a broad portfolio of medicines..



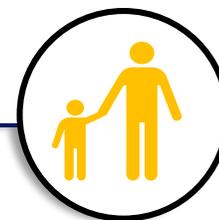
Hemophilia & Rare Bleeding Disorders

Today, we offer a range of medicines for hemophilia and rare bleeding disorders, one of the broadest clinical development programs.



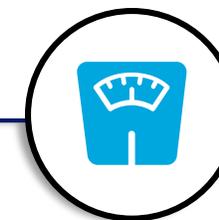
Growth Disorders

Novo Nordisk has been a pioneer in growth hormone therapy for more than 40 years and was the first company to develop a liquid growth hormone in a pen device.



Obesity

Novo Nordisk has been working in obesity research for more than 20 years. We are committed to addressing the significant unmet medical needs in obesity care.



CHALOTORN BICHAROEN
Thailand

NOVO NORDISK
WAY



our mission and the novo nordisk way

The Novo Nordisk Way is a set of guiding principles which underpins every decision we make. It describes who we are, how we work and what we want to achieve, and sets a clear direction for our company and our employees.

Novo Nordisk Way is our way

- We aim to lead in all disease areas in which we are active.
- Our key contribution is to discover and develop innovative biological medicines and make them accessible to patients throughout the world.
- Growing our business and delivering competitive financial results is what allows us to help patients live better lives, offer an attractive return to our shareholders and contribute to our communities.
- Our business philosophy is one of balancing financial, social and environmental considerations - we call it 'The Triple Bottom Line'.
- We are open and honest, ambitious and accountable, and treat everyone with respect.
- We offer opportunities for our people to realize their potential.
- We never compromise on quality and business ethics.

Every day, we must make difficult choices, always keeping in mind, what is best for patients, our employees and our shareholders in the long run. It's our way. It's the Novo Nordisk Way.

JORDAN MILLER
SAM STANISLAUS
MEDICAL AFFAIRS
FELLOWS



medical affairs fellowship

one-year program

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 execute 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.

NOVO NORDISK
GLOBAL HQ

fellowship objectives

Fellows in this program will work closely with key stakeholders across multiple 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
- Developing and presenting a "Fellowship Research Project" poster at a professional conference during their time in the program
- Drive change and resources planning to ensure Field Medical Affairs has scientific resources and knowledge needed to help facilitate customer engagement

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. Fellows will also 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. Fellows will have the opportunity to experience the implementation of medical strategy as well as the gathering of clinical insights through field rides with Medical Liaisons. These skills and knowledge enable our Fellows to make significant contributions to the development, launch and lifecycle management of our products.

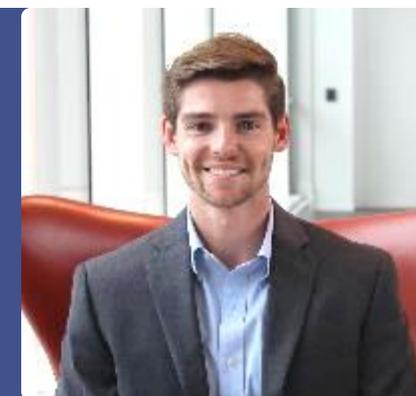
perspectives

FROM CURRENT FELLOWS

"Novo Nordisk's every decision has the patient's best interest in mind, and the company culture is second-to-none. The one-year Medical Affairs fellowship has provided me the opportunity to work independently and cross-functionally with many departments, including with field medical liaisons, medical directors, and many more, on projects that are impactful to the company. It has also allowed me to develop skills that will help me be successful in future industry roles, as well as to utilize my therapeutic knowledge and background to implement strategies that can make a difference to improve the health of patients across the country."

Jordan Miller, Pharm.D., MBA

Medical Affairs Fellow | The University of Tennessee College of Pharmacy



"The company's integrity, as well as the team's commitment to the professional development of fellows, is what really drew me to Novo. As a fellow, you are viewed as a valued member of the team and are given meaningful, cross-functional projects that help develop widely applicable skills needed for a successful career in industry. The one-year Medical Affairs Fellowship allows me to work autonomously and shape my experiences, both in-house and in the field, based upon my interests and career goals. This is an exciting time to be at Novo Nordisk and I feel fortunate to work for a company that consistently strives for innovation and remains a leader in diabetes and obesity care."

Sam Stanislaus, Pharm.D.

Medical Affairs Fellow | University of Rhode Island College of Pharmacy





WALTER FRANK ENG
ZIL PATEL
JAMILLE COY
BENSON LO
MULTI. FELLOWS

multidisciplinary fellowship

two-year program

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.

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.

AYMAN ABDULLAH
Egypt

fellowship objectives

Fellows in this program will report to the Fellowship Director throughout the two-year program and will also have a reporting relationship in the respective functional areas during their rotations.

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

fellowship experiences

As Fellows rotate throughout the various departments, they will build relationships and engage in extensive, cross-functional collaboration with home-office and field-based colleagues. Throughout the Fellowship, Fellows will build product and therapeutic expertise and develop verbal and written communication skills necessary to engage with internal and external stakeholders.

multidisciplinary rotations



MEDICAL INFORMATION *(mandatory)*

The Medical Information (MI) Team is dedicated to enhancing decision-making by communicating trusted, tailored and timely medical information to our internal and external stakeholders. Requested information is provided to external stakeholders, such as health care professionals, patients and managed care organizations. Although MI Therapeutic Managers are assigned to specific therapeutic areas, they are cross-trained to respond to questions about all Novo Nordisk products. MI 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, Medical Writing and Marketing.



PRODUCT SAFETY *(optional)*

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.



PUBLICATIONS *(optional)*

“The Publications Team supports the planning and execution of publications including submissions to national and international congresses and scientific peer-reviewed journals. The team manages all the scientific publications stemming from Medical Affairs (MA) and Health Economics and Outcomes Research (HEOR) teams across all therapeutic areas. It also collaborates with cross-functional groups across Novo Nordisk, including MA, HEOR, Medical Information, and Medical Education, and coordinates continually with their global colleagues to ensure seamless planning and execution of publication plans. The team further ensures that all publications are compliant with pertinent international guidelines and regulations related to public disclosures of clinical trials and observational studies and that the publications meet quality standards of reporting of research.”



MEDICAL EDUCATION *(optional)*

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.

BERIT OLSEN KROGH
DK

perspectives

 FROM CURRENT FELLOWS

"At its core Novo Nordisk is an innovative patient centric company, committed to the development, well-being and sustainability of its employees and the community. The Novo Nordisk Fellowship program is truly a unique experience. As a Multidisciplinary fellow, you are given the opportunity to work across functional areas, with a program tailored to suit your individual career interest. I believe Multidisciplinary fellowship is the ideal foundation for any pharmacist trying to find their place with the pharmaceutical industry. The program continues to equip me with the tools and experiences necessary for a successful career within the pharmaceutical industry."

Jamille Coy, Pharm.D.

Multidisciplinary Fellow | Massachusetts College of Pharmacy and Health Sciences



"The Novo Nordisk Multidisciplinary Fellowship provides a unique opportunity to identify and cultivate one's passion within the pharmaceutical industry. The first year of the Fellowship establishes a strong foundation in Medical Information, providing meaningful opportunities for new grads to become products experts that directly impact patient care. With the support of stakeholders that are invested in my development, I am confident that I have the foundation to be successful and excel in the evolving role of pharmacists within the industry."

Benson Lo, Pharm.D.

Multidisciplinary Fellow | Rosalind Franklin College of Pharmacy



BERIT OLSEN KROGH
DK

perspectives

 FROM CURRENT FELLOWS

"I feel very fortunate for the opportunity to start my career through the fellowship program at Novo Nordisk. The dynamic and challenging nature as well as the ability to make a global impact on patient care is what attracted me to the pharmaceutical industry. From the very first day, I knew the positive company culture and inclusive environment would allow for my professional growth. Fellows are treated as important members of the team and are able to work on rewarding and impactful projects with cross-functional teams. The multidisciplinary fellowship is an excellent and unique opportunity for fellows to explore and discover their interests within the different areas of the pharmaceutical industry."

Zil Patel, Pharm.D.

Multidisciplinary Fellow | Philadelphia College of Pharmacy at the University of the Sciences



"Coming from a dual degree program, I was attracted to the Novo Nordisk Multidisciplinary fellowship program for the potential to combine my education with both practical industry experience and fantastic mentorship. I think this is a great foundation not only for a career in the pharmaceutical industry but in a broader perspective in healthcare delivery in general."

Walter Frank Eng, Pharm.D.

Multidisciplinary Fellow | Creighton University School of Pharmacy and Health Professions





SARAH ALI
WALTER FRANK ENG
AMI PATEL
USA

market development & promotional education fellowship

one-year program

The Market Development and Promotional education (MD & PE) Postdoctoral Fellowship is a one-year, experiential program within Diabetes and Obesity Marketing. The MD & PE Team's vision is to ensure Novo Nordisk's leadership by optimizing promotional education and health care provider engagement while identifying and exploring future healthcare trends leading to improved patient care. This fellowship is intended to expose the Pharm.D. Fellow to the development of promotional education content and the design and execution of promotional education programs targeted to healthcare professionals.

Notable responsibilities of this 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 objectives

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

Fellows that participate in this program will:

- Engage 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
- Learn the roles and responsibilities of Diabetes Marketing and Field Sales
- Develop and present a "Fellowship Research Project" poster at a professional conference during their time in the program

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.

DIABETES R&D SCIENTIST
DK

perspective

FROM CURRENT FELLOW

"Novo Nordisk is a leader in diabetes care and management across the globe. Being a part of a company with such a broad reach with its major focus on a condition that an increasing portion of the population is inflicted with is extremely rewarding because it gives me an opportunity to impact a large group of patients. As the market development and promotional education fellow, I am able to provide insights on market strategy and develop materials to educate health care providers on current and new therapies."

Ami Patel, Pharm.D.

*Market Development & Promotional Engagement Fellow | University of North Carolina at Chapel Hill
Eshelman School of Pharmacy*



regulatory affairs advertising & promotion fellowship

one-year program

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 analyses 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.



ANNA WADE
REGULATORY AFFAIRS
FELLOW



BERIT OLSEN KROGH
DK

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

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 advertising, patient and health care provider brochures, sales training materials, etc.

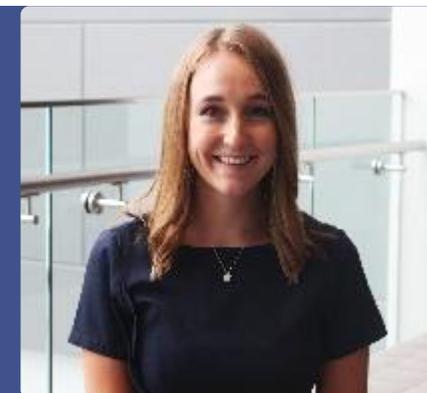
NOVO NORDISK INC HQ
USA

perspective FROM CURRENT FELLOW

"Novo Nordisk is the place to jump-start a successful, fast-paced and engaging industry career. This company fiercely commits to its patients and employees and allows fellows to learn and develop from day 1. Being a part of the Regulatory Advertising and Promotion team has already provided me with the confidence and experiences I know I need to succeed and grow as a pharmacist within industry. I value that I get the chance to work cross-functionally and provide my input and expertise each and every day as a valued member of the Promotional Review Board."

Anna Wade, Pharm.D., MBA

Regulatory Affairs Advertising & Promotion Fellow | Drake University College of Pharmacy and Health Sciences





our company culture

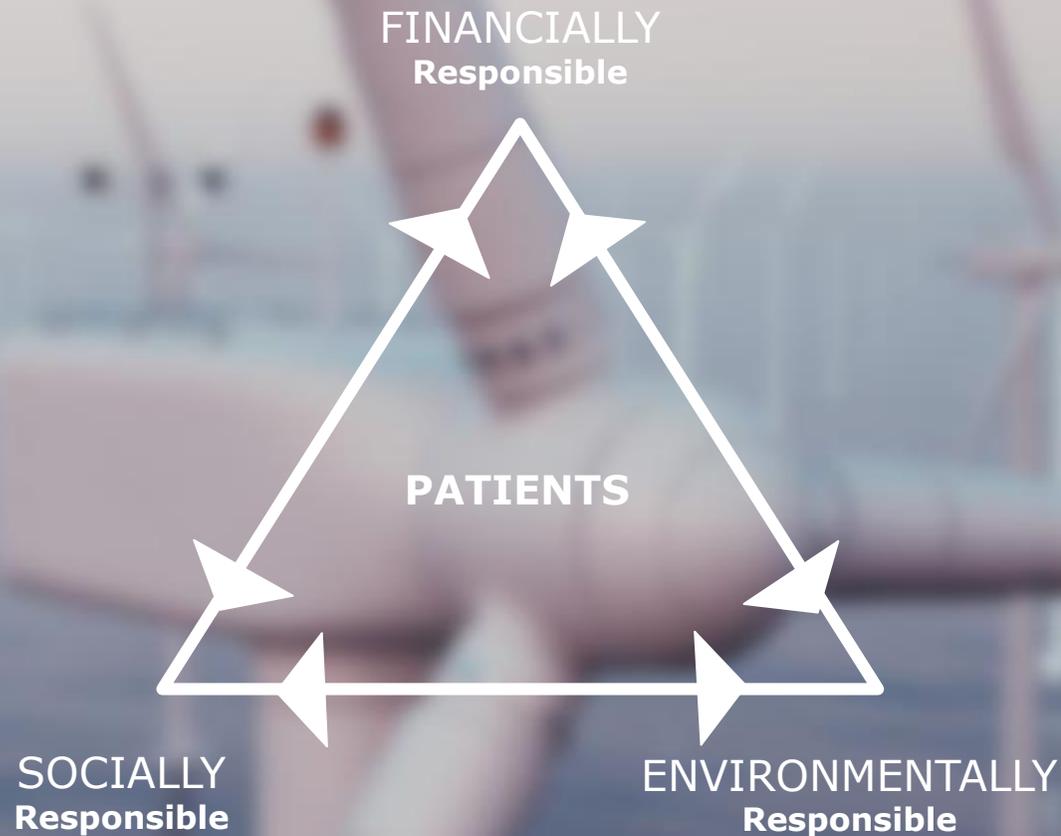
With a career at Novo Nordisk, you'll feel a difference right from the start. It's a sense of inspiration and mobility that comes from a shared belief in driving positive change for people, families and communities everywhere.

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 helping us find the right balance between compassion and competitiveness.

the triple bottom line



The Triple Bottom Line (TBL) is Novo Nordisk's way of doing business. We believe that a healthy economy, environment, and society are fundamental to long term business success. Therefore, we operate by taking social, financial, and environmental considerations into account when we make decisions. This ensures we manage our business sustainably and pursue solutions that are in the shared interests of the business and patients, and are in line with societal expectations.

To demonstrate our commitment to TBL, Novo Nordisk is one of only four companies in the world who have incorporated our philosophy into our company bylaws. As a result, the three pillars of TBL – **Social Impact, Environmental Responsibility**, and **Financial Performance** inform everything we do and guide every decision we make.

Our commitment to create value through innovation is our greatest contribution to society. Nearly a century of innovation and leadership has led to the development of a comprehensive portfolio of protein-based products and delivery systems for type 1 and type 2 diabetes care, as well as in other therapeutic areas where we can make a difference.



zero environmental impact

Every year, we use large amounts of energy, water and raw materials in the production and distribution of our medicines and injection pens. Globally, 29 million people rely on our medicine, putting us on the frontline of some of today's most pressing environmental challenges - global warming, plastic waste and water scarcity. We want our actions to contribute towards a sustainable, healthy environment for the long term.

**Our ambition is bold and simple:
to have zero environmental impact.**

To get there we are adopting a circular mindset – designing products that can be recycled or re-used, reshaping our business practice to minimize consumption and eliminate waste, and working with suppliers who share our ambition.

Our strategy to reach our ambition is called, Circular for Zero. We know that many people are working to make the circular economy a reality and we want to be part of that change.

circular
FOR zero

GLOBAL RESEARCH
DK

testimonials

FROM PAST FELLOWS

"As the Market Development and HCP Engagement Fellow I had the opportunity to be part of a key product launch, lead multiple projects, and gain exposure to numerous functional areas. These experiences, along with the mentorship I received as a fellow, helped lay the groundwork for a successful career in the pharmaceutical industry after only one year. "

William Bartz, Pharm.D.

Past Fellow 2017 – 2018

Associate Manager, Ethics & Compliance Monitoring & Auditing



"The Medical Affairs fellowship program at Novo Nordisk is a tremendous opportunity for professional growth. As a fellow, I had to truly step out of my comfort zone as I was immersed in the core functional areas, but also understood the importance of cross-functional collaboration. This allowed me to gain a broad medical affairs perspective and provided me with all the skills needed to be a valuable and successful member of my organization."

Laura Sedita Alaimo, Pharm.D.

Past Fellow 2017 – 2018

Manager, Scientific Strategy & Communication



DEGLUDEC RESEARCHERS
DK

testimonials

FROM PAST FELLOWS

"The Multidisciplinary Pharm.D. Fellowship has provided me the opportunity to gain a broader understanding of multiple functional areas within the organization. My rotations in Independent Medical Education and Medical Information and Analytics have resulted in a solid foundation for a successful career in the pharmaceutical industry."

Joseph Gomez, Pharm.D.

Past Fellow 2016 - 2017

Manager, Medical Information Therapeutic Analytics



"As a Novo Nordisk Pharm.D. fellow, you are immersed in deeply impactful and meaningful work from the very start of the program. The almost immediate integration into the organization provides fellows with the opportunity and exposure required for success in the industry."

Andrew Schneider, Pharm.D.

Past Fellow 2016 - 2017

Manager, Market Access Value Communications



PRAFULL GHANDI
DK

testimonials

 FROM PAST FELLOWS

"The Novo Nordisk Fellowship is truly one-of-a-kind. The Medical Affairs program was very rigorous and challenging, but also highly gratifying to know that the work you did had a real business impact. The one thing I can say without a doubt is that the experiences I had and the people whom I encountered throughout the way have contributed tremendously in laying the groundwork for a successful future in the pharmaceutical industry."

Vinit Mehta, Pharm.D.*Past Fellow 2013 – 2014**Senior Manager, Market Access Health Systems*

application information

The Fellows will begin their employment at Novo Nordisk at the beginning of July 2020.

Eligibility Requirements

- Currently pursuing a Doctor of Pharmacy (Pharm.D.) degree or recent graduate
- U.S. citizen or lawful permanent resident

Application Process and Timelines

•To be considered as an applicant, you must officially apply to each Fellowship position 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".

***** Please note the updated recruitment process and timeline below.*****

- The online application process will only be open from September through November of this year. **Early application is recommended.**
- First-Round interviews for selected candidates will be conducted virtually in November.
- Those candidates selected to move forward will be invited to interview and present a brief medical presentation at the ASHP Midyear Clinical Meeting in Las Vegas, NV in December 2019. If you are not able to attend in person, alternate and equitable interview modes may be available.
- Anticipated final selections will be made in December.

join our webinar sessions

We are pleased to offer potential candidates the opportunity to learn about the Novo Nordisk Industry Practice Fellowship Program!

Streamed live from the Novo Nordisk US headquarters in Plainsboro, NJ, our current program Fellows will give insight into the various Fellowship opportunities offered at Novo Nordisk. Following the session, participants will have the opportunity to ask questions.

We will be holding two webinar sessions: Thursday, October 3rd, 2019 and Monday, October 21st, 2019. Both sessions will be held from 8:00PM – 9:00PM EST.

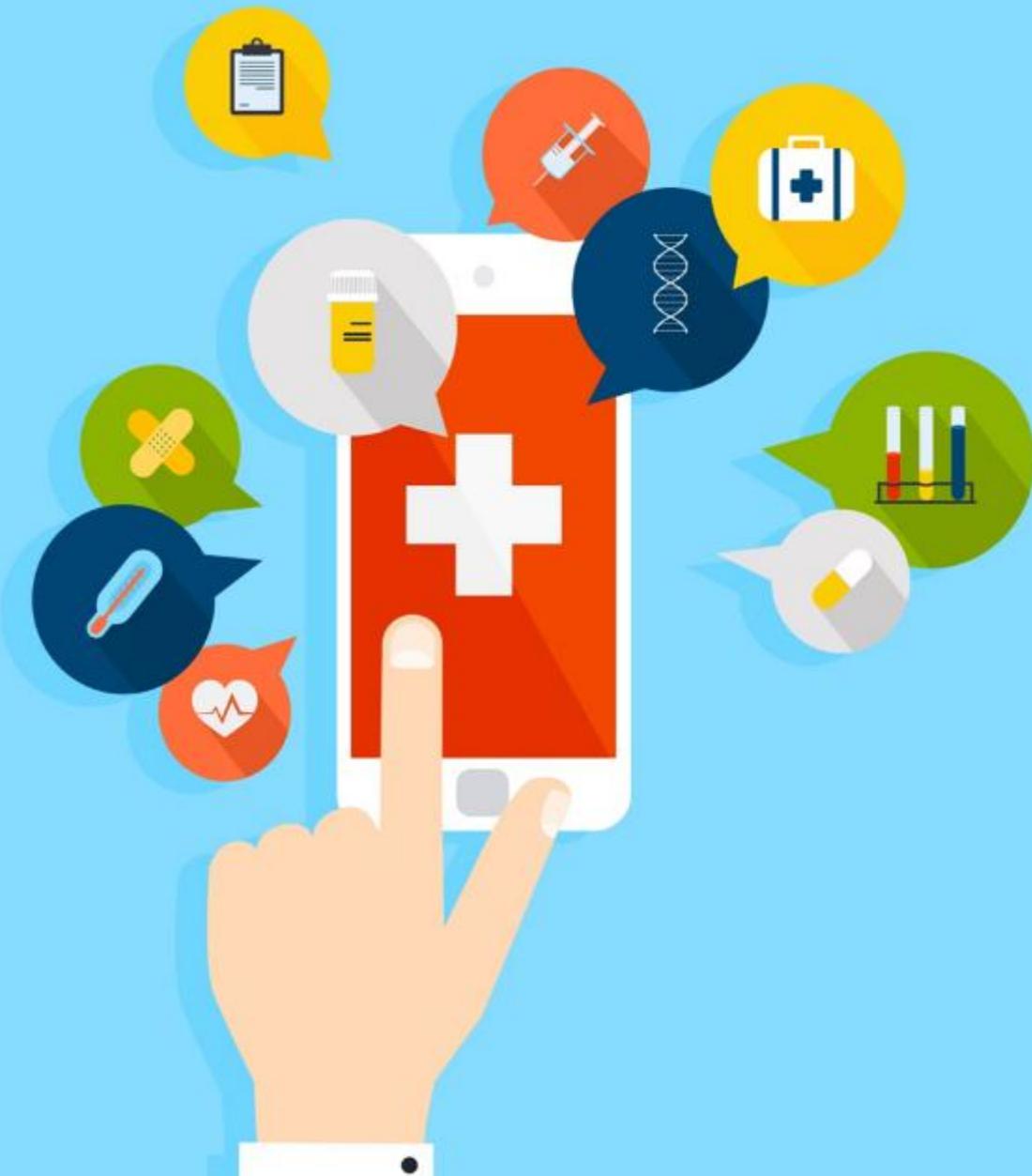
Join the web session

Please [click](#) here and follow the instructions listed below:

- Complete registration by entering your first and last name and email address
- You will receive a confirmation via email based on the information you provide
- On the day of the webinar, click the link to access the LIVE webinar or download the GoToWebinar app for your mobile device!
- NOTE: For best audio quality, it is recommended that you dial-in from a separate phone line

Questions?

If you have any questions regarding the webinar or our Industry Practice Fellowship Program, please contact us at: NNIStudentOpportunities@novonordisk.com.





© 2019 Novo Nordisk Inc. All rights reserved. No part of this document may be reproduced, stored in a retrieval system, or transmitted in any form by any means (electronic, electrostatic, magnetic tape, mechanical, photocopying, recording, or otherwise) without permission from Novo Nordisk Inc.

We are an Equal Opportunity/Affirmative Action Employer committed to supporting a winning culture where diversity is accepted and valued by all.