SANOFI
Empowering Life

2020 Pharmaceutical Industry Fellowship Program
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2019-2020 SANOFI FELLOWS

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2020 Fellowship Program
We take responsibility for the future

We are people, patients, parents, caregivers, researchers, and teachers. Together, we are Sanofi, a healthcare organization, dedicated to improving the lives of people worldwide. Our teams work with passion and commitment to understand and solve everyone’s healthcare needs. We transform scientific innovation into healthcare solutions, accept challenges and challenge the accepted. We have the courage to fight for equal opportunity and to speak out against discrimination. We believe that better health begins with education.

At Sanofi, we express this purpose in two words:

**Empowering Life**

Our 5 Global Business Units bring focus

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**Vaccines Sanofi Pasteur**
- Influenza
- Pediatric Combinations
- Meningitis
- Adult Boosters
- Travelers

**Consumer Healthcare**
- Allergies, Cough & Cold
- Pain
- Digestive
- Nutritionals

**Primary Care (in Mature Markets)**
- Diabetes and Cardiovascular
- Established Products

**Specialty Care Sanofi Genzyme (in Mature Markets)**
- Immunology
- Multiple Sclerosis
- Rare Diseases
- Oncology
- Rare Blood Disorders

**China & Emerging Markets**
- Established products
- Diabetes and Cardiovascular
- Specialty Care

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**THREE COMMITMENTS**

**1**
EXPLORING THE BOUNDARIES OF MEDICAL INNOVATION FOR PATIENTS

**2**
PREVENTING DISEASE AND SUPPORTING PATIENTS

**3**
IMPROVING ACCESS TO HEALTHCARE

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**Our Heritage**
A long tradition in health.

**Ranking**
One of the world’s largest pharmaceutical groups.

**Work Force**
More than 100,000 employees in 100 countries.

**Our Strategy**
Deliver sustainable long-term growth.

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2020 Fellowship Program
Sanofi is a diversified global healthcare leader focused on patients’ needs. We act with our partners to protect health, enhance life and respond to the potential healthcare needs of the 7 billion people around the world. Sanofi also demonstrates leadership in both business achievements and in the communities in which we operate.

Sanofi’s strategy is based on three key principles: increasing innovation in R&D, seizing external growth opportunities and adapting the company’s model to future challenges and opportunities. Sanofi has core strengths in healthcare in the U.S. with the following platforms: primary care, vaccines, specialty pharmaceuticals and consumer healthcare.

Sanofi is committed to a more open and productive Research & Development model, focused on patient needs and based on biotechnology. This model significantly accelerates the pace and enhances the productivity of research, driving the development of more effective health solutions in major therapeutic areas.

At the end of July 2019, the R&D pipeline contained 83 projects including 34 new molecular entities in clinical development. 35 projects are in phase 3 or have been submitted to the regulatory authorities for approval.
OVERVIEW

The Global Medical Information department at Sanofi provides medical and drug information on Sanofi products and therapeutic areas to healthcare professionals, consumers and associates. Global Medical Information Specialists offer expertise in the cardiovascular, transplant, diabetes, oncology, internal medicine/biosurgery and consumer health areas.

GOAL

To provide the Fellow with the necessary tools to become a proficient, ethical and confident Global Medical Information Specialist.

OBJECTIVES

During this one-year Global Medical Information Fellowship, the Fellow will:

- Provide efficient and unbiased medical information on Sanofi products to healthcare professionals, consumers and employees
- Develop strong literature searching and evaluation skills
- Optimize written and verbal communication skills
- Excel in teamwork and leadership skills
- Enhance professional growth in both the industry and academia

SANOFI COMPONENT

**Author Scientific Response Letters.** The Fellow creates and updates scientific responses for the Global Medical Information letter database in multiple therapeutic areas.

**Respond to Drug/Medical Information Inquiries.** The Fellow provides verbal and written responses to drug and medical information requests in a timely fashion.

**Literature Surveillance Using Internal and External Resources.** The Fellow obtains and maintains knowledge of current literature pertaining to products in his or her assigned therapeutic areas by searching internal and external databases, including Medline and Embase, while understanding their scope and focus.

**Communication Skills.** The Fellow enhances written and verbal communication skills through interactions with healthcare providers, consumers, and internal stakeholders.

**Teamwork/Leadership.** The Fellow actively leads or contributes to projects within Global Medical Information. The Fellow also serves as the student rotation coordinator for Doctor of Pharmacy candidates.

**Networking.** The Fellow interacts with colleagues from other departments to learn about the contribution of medical information to their daily activities.

**Additional Components.** The Fellow enhances his/her medical information experience through a rotation at a live call-center covering multiple products and a research project for presentation at a scientific meeting. The Fellow will rotate outside of Global Medical Information to gain experience.

IDEAL CANDIDATE

- The ideal candidate for the Fellowship would have a desire to gain experience in increasing communication skills, evaluating literature, and applying clinical knowledge.
- Candidates with an interest in Medical Information, demonstrated self-motivation, and the ability to work well on teams are encouraged to apply.
OVERVIEW

This 2-year Fellowship places the Fellow in Sanofi’s US/Global Health Economics and Outcomes Research (HEOR) organization. HEOR has the mission of developing, translating, and communicating scientific evidence for use by health care providers, payers, and other customers in order to facilitate access and use of the best treatments for patients. A principal objective of HEOR is to leverage Health Economics and Outcomes Research to demonstrate the value that Sanofi products bring to payers. HEOR accomplishes this goal by generating and publishing research studies, conducting collaborative projects with various stakeholders, and partnering with other components of the broader Sanofi organization to develop solutions that address unmet medical needs and product value propositions.

FELLOWSHIP DESCRIPTION

The HEOR Fellow will rotate through various US and Global HEOR functions, learning core skills related to conducting prospective and retrospective research studies, publishing data in scientific journals, developing customer support tools and interacting with payers and stakeholders. The Fellowship will provide a balanced exposure to best practices related to developing and communicating evidence, as well as a solid working knowledge of regulatory and legal guidelines inherent to these capabilities. The Fellow can take advantage of the opportunity, as part of the Sanofi HEVA Rutgers Pharmaceutical Industry Fellowship program, to take coursework in the areas of Health Outcomes, Policy, and Economics. The Fellow is expected to grow professionally throughout their experience, engaging in projects of varying complexity and ultimately managing selected responsibilities with greater levels of independence.

SKILLS DEVELOPED

Upon completion of the experience, the HEOR Fellow will be prepared to contribute within pharmaceutical organizations in numerous ways by drawing upon the following sample of skills developed:

- Design of outcomes research studies; use of descriptive and inferential statistics
- Publication within scientific/medical journals
- Resource development for use in patient treatment decisions
- Identification of unmet medical needs to drive research and communication planning
- Project management, including vendor supervision and common metrics reporting
- Working knowledge of relevant regulatory and compliance requirements
- In depth understanding of the US and Global healthcare environment and the influence of payers on patient access to medicines

IDEAL CANDIDATE

The ideal candidate for the Fellowship would like to learn a wide variety of skills as part of a challenging group within a global pharmaceutical organization. Candidates with interest in health economics, outcomes research, communication/publications, health care reform, and collaborating with various health care stakeholders in the development of products, solutions, and technologies for optimal patient care are particularly encouraged to apply.
OVERVIEW

At Sanofi, the Global Regulatory Affairs team strives to provide innovative, effective and prompt regulatory strategies to ensure optimal management of marketed and development products in addition to effective life cycle management of marketed products.

GOAL

To provide the Fellow with the necessary tools to become a knowledgeable and confident Regulatory Affairs professional with the experiences and opportunities to interact with multi-disciplinary teams in fulfilling broad regulatory responsibilities for marketed products and investigational compounds in development, all in accordance with applicable laws, FDA regulations and company policies.

OBJECTIVES

During this 2-year Global Regulatory Affairs (GRA) Fellowship, the Fellow will, among other things:

• Become knowledgeable in Sanofi’s Review Committee (RC) processes and develop necessary skills for reviewing both commercial and medical materials intended for external and internal audiences.
• Become knowledgeable of current FDA regulations, guidances, enforcement actions and trends
• Develop the ability to think strategically, from a regulatory perspective, about marketed products and investigational compounds in development
• Develop proficient communication skills in a regulatory context
• Develop the skills necessary to prepare required FDA reports and other submissions
• Understand the importance of regulatory strategy related to the development and negotiation of professional labeling for investigational compounds and marketed products
SANOFI COMPONENT

**Awareness of Current FDA Regulations and Guidances.** The Fellow will become proficient in the application of FDA regulations and guidances relevant to his or her work with assigned projects and product teams.

**Become an integrated part of relevant Sanofi RCs.** The Fellow will learn how to review advertising and promotional materials for Sanofi products and therapeutic areas and how to effectively contribute to RC discussions.

**Assist in the Preparation of Regulatory Submissions.** The Fellow will assist in the preparation of various FDA submissions for Sanofi’s products. These include Office of Prescription Drug Promotion (OPDP) submissions, Investigational New Drug (IND) applications, New Drug Applications (NDA), Biologics License Applications (BLA), IND and NDA/BLA amendments and supplements, Labeling Supplements, Annual and Periodic Reports, Informational Amendments, and General Correspondence.

**Involvement in SOP Development, Updates and Implementation.** The Fellow will gain experience in creating, updating, and implementing departmental standard operating procedures (SOPs) and other quality documents.

**Teamwork/Leadership.** The Fellow will actively lead or contribute to projects and/or activities within GRA. In addition, the Fellow will support multi-disciplinary teams that will include, but not be limited to, Marketing, Legal, Medical, Global Labeling, Drug Safety, Evidence-Based Medicine, Industrial Affairs, and Quality and Compliance.

**Networking.** The Fellow will enhance negotiation and leadership skills.

IDEAL CANDIDATE

The ideal candidate for the Fellowship would have the desire to learn the skills needed in the Regulatory review of commercial and medical materials and have the desire to learn other areas of Global Regulatory Affairs, with the ultimate goal to become a knowledgeable and confident Regulatory Affairs professional. Candidates with a passion for science, strong independent work ethic, interest in working collaboratively, and skilled in time management are encouraged to apply.
OVERVIEW
• The Fellow will serve as a Core Member of the Home Office Medical team, working directly with Medical Leadership to contribute to the development of Medical Strategy and its application to US and Global markets
• The Fellow will work to align the Medical Strategy tactical plan across matrix teams (Marketing, Field Medical, Medical Information, Advocacy, Clinical Development, Legal and Regulatory), alongside our Alliance partners at Regeneron
• The Fellow’s primary responsibility is to support the needs of the Medical Team, while being offered the unique opportunity to expand experience with projects in additional areas of interest

GOAL
To become an effective member of a cross-functional Medical Affairs Team by developing the transferrable skillset for future career success across various therapeutic areas.

OBJECTIVES
During this two-year US and Global Medical Affairs Fellowship, the Fellow will:
• Gain a thorough understanding of Medical Affairs while collaborating cross-functionally (eg, Commercial, Field Medical, Regulatory, etc.) to apply learnings to US and Global perspectives
  ◦ As a core team member, contribute to both US and Global projects that directly impact brand development and life cycle management
  ◦ Execute the development and planning of National and International Congresses and Advisory Board meetings with top-tier Key Opinion Leaders (KOLs)
  ◦ Facilitate discussion and identification of insights from the field and various matrix teams to determine unmet medical needs and competitive intelligence insights and inform medical strategy
  ◦ Lead impactful projects critical to business need and team success
  ◦ Opportunity to engage thought leaders in scientific discussion during field-based activities with Medical Science Liaisons (MSLs)
  ◦ Ability to work with the Publications and Scientific Communications groups to support Sanofi CV products
  ◦ Work in collaboration with Health Economics Outcomes and Real World Evidence Groups to generate appropriate actionable data

IDEAL CANDIDATE
The ideal candidate for the Cardiovascular Medical Affairs Fellowship would have a desire to learn medical strategy, tactics, and scientific communication, as well as to participate in data generation and publication related activities that a medical affairs professional completes in a global pharmaceutical organization. Candidates with a passion for science, strong independent work ethic, interest in working collaboratively, and skills in time management are encouraged to apply.
OVERVIEW

• The Fellow will serve as a Core Member of the Home Office Medical team, working directly with Medical Leadership to contribute to the development of Medical Strategy and its application to US and Global markets
• The Fellow will work to align the Medical Strategy tactical plan across matrix teams (Marketing, Field Medical, Medical Information, Patient Advocacy, Clinical Development, Legal and Regulatory)
• The Fellow’s primary responsibility is to support the needs of the Medical Team, while being offered the unique opportunity to expand experience with projects in additional areas of interest

GOAL

To become an effective member of a cross-functional Medical Affairs Team by developing the transferrable skillset for future career success across various therapeutic areas.

OBJECTIVES

During this two-year US and Global Medical Affairs Fellowship, the Fellow will:
• Gain a thorough understanding of Medical Affairs while collaborating cross-functionally (eg, Commercial, Field Medical, Regulatory, etc.) to apply learnings to US and Global perspectives
• As a core team member, contribute to both US and Global projects that directly impact brand development and life cycle management
• Execute the development and planning of National and International Congresses and Advisory Board meetings with top-tier Key Opinion Leaders (KOLs)
• Facilitate discussion and identification of insights from the field and various matrix teams to determine unmet medical needs and competitive intelligence insights and inform medical strategy
• Lead impactful projects critical to business need and team success
• Opportunity to engage thought leaders in scientific discussion during field-based activities with Medical Science Liaisons (MSLs)
• Ability to work with the Publications and Scientific Communications groups to support Sanofi Diabetes products
• Work in collaboration with Health Economics Outcomes and Real World Evidence Groups to generate appropriate actionable data
SANOFI COMPONENT

Knowledge. The Fellow will acquire an in depth understanding of the role Medical Affairs plays and how a drug is launched and supported throughout its lifecycle. The Fellow will develop an extensive knowledge and fluency in metabolic disorders associated with diabetic disease states. Specialized training opportunities will be made available, such as attendance at professional meetings, thought leader disease state lectures, etc. The Fellow will be expected to critically evaluate and synthesize clinical data and develop strategy. In addition, the Fellow will work on high priority project initiatives that support the Medical Plan and communication to our stakeholders (patient, provider and payer).

Communication. The Fellow, as an integral member of the team, will participate in all team and relevant matrix meetings where he/she will have the opportunity to prepare, present, and update the team from assigned workstreams, along with other team responsibilities.

Teamwork/Leadership. The Fellow will actively lead and contribute to projects. The Fellow will function as a member of the team and help support our internal/external customers. In this role, the Fellow will develop leadership and communication skills, while working in collaboration with the US and Global Medical teams.

IDEAL CANDIDATE

The ideal candidate for the Diabetes Medical Affairs Fellowship would have a desire to learn medical strategy, tactics, and scientific communication, as well as to participate in data generation and publication related activities that a medical affairs professional completes in a global pharmaceutical organization. The candidate should have an interest in evaluating multiple perspectives that support drug development. Candidates with a passion for science, strong independent work ethic, ability to multitask, interest in working collaboratively, and skilled in time management are encouraged to apply.
OVERVIEW

At Sanofi US, Marketing serves a central role in understanding customer needs and creating valued brands. The Marketing Fellow will be provided with marketing excellence training to help further develop the following competencies of a successful product manager according to the marketing model.

GOAL

The primary focus of this Fellowship is Market Development, commercialization of the life cycle management plan, as well as the process of creating brand awareness and integrated communications strategies, which may encompass the functions of advertising and promotion, public and professional relations, and patient education.

OBJECTIVES

During this two-year Strategic Marketing Fellowship, the Fellow will:

• Assist in the development of Strategic and Tactical Plans
• Gain experience in execution of marketing strategies, programs and tactics to attain strategic objectives
• Contribute to brand success by working effectively with multiple agency partners as well as cross-functional colleagues such as: Market Research, Medical Affairs, Public Relations, Managed Markets, Sales Management
• Develop relationships with key thought leaders and association leaders
• Oversee programs aimed at creating product awareness at major national medical congresses and symposia
• Utilize competitive analysis to develop or adjust key product strategies that will create competitive advantage
• Manage within budget ensuring a cost effective allocation of resources

As a Strategic Marketing Fellow, one may elect to pursue additional related experiences such as: Consumer Marketing, Public Relations, New Products Marketing, Market Research, Business Intelligence, Sales Training and Managed Markets.
SANOFI COMPONENT

**Strategic Planning.** Exhibits strong strategic thinking and an ability to apply core marketing, financial, and business skills when solving problems and making decisions. Demonstrates an aptitude for translating strategic goals into clear action plans and tactical implementation.

**Operational Excellence.** Works within internal and external constraints to deliver effective implementation plans, aligned with the brand strategies. Executes multiple tasks in an efficient and timely manner, prioritizes activities and resources based on an awareness of overall business goals, monitors progress and performance, and makes adjustments as necessary.

**Analytical Thinking.** Identifies, gathers and rigorously analyzes relevant information, as well as the sources and methods used to obtain the information, as a framework for identifying trends and opportunities, exploring alternatives, and adapting brand strategies.

**Customer and Industry Insights.** Generates and develops ideas based on a deep understanding of customers’ motivations and behaviors, to deliver strategic business results that focus on customer and brand value creation in a dynamic environment.

**Leading & Teamwork.** Interacts effectively with other people, including working effectively in different roles and levels among various functional teams, to achieve a shared goal.

**Communications.** Conveys information, direction, and guidance that is clear and persuasive, using a whole range of spoken, written, graphic, and other non-verbal means of expression.

**Creativity and Innovation.** Displays creativity in both thought process and solution design and demonstrates the ability to develop and champion new ideas or processes within the organization.

**IDEAL CANDIDATE**

The Ideal Candidate for the Strategic Marketing Fellowship has:

- Strong written and verbal communication skills
- Comfort with executing tasks with minimal oversight
- Exemplary leadership skills
- Ability to work collaboratively within a team
- Proficiency in time management
OVERVIEW
The biopharmaceutical industry provides innovative solutions to meet the evolving demands of health authorities while garnering patient, provider, pharmacist, policy-maker and payer (5P) insights. Our Medical Intelligence and Patient Perspectives (MIPP) team is committed to understanding the exam-room environment in defining the clinical and economic viewpoint of ‘medical intelligence’ while integrating ‘patient perspectives’ at the core of the value story.

OBJECTIVES
• Develop the ability to think strategically within a global matrix team
• Assist in the development of indication selection and value assessments
• Enhance teamwork and collaboration skills

ROLE
• Define evidence-based value propositions that address unmet needs of the 5Ps
• Analyze literature to identify patient, clinical and economic parameters for success in support of the portfolio
• Prepare questionnaires and moderate patient interviews
• Support digital strategies to capture patient perspectives
• Research payer requirements for coverage and reimbursement trends
• Assess the product viability of an asset or indication
• Participate actively in cross-functional team meetings
SKILLS AND COMPETENCY

During the two-year fellowship, the pharmacy fellow will collaborate with scientists, medical value leads, competitive intelligence analysts and commercial strategy teams. This program offers the tools for the fellow to develop their core competencies to succeed as an industry professional who can confidently formulate stakeholder value.

Integration. The pharmacy fellow will work with members of several departments, including Global Project Teams, Public Affairs and Advocacy, Regulatory Affairs, New Product Planning, Health Economics and Value Access, pharmacy fellows and students cultivating professional relationships.

Knowledge. Develop presentations across multiple therapeutic areas. Learn the essential elements of a product viability assessment.

Communication. Participate in team meetings where they will employ industry nomenclature and cross-functional communication skills. Improve their written and verbal presentation skills.

Teamwork. Participate in team meetings where they will employ industry nomenclature and cross-functional communication skills. Improve their written and verbal presentation skills.

Networking. Network with Sanofi professionals across the organization as well as the fellowship community.

Training and Professional Development. Attend bi-weekly Professional Development Days (PDD) at Rutgers. Broaden their professional development, in time management, leadership, communication and presentation skills.

IDEAL CANDIDATE

Self-starter with:

- Strong clinical pharmacy skills
- Commitment to innovation and a growth mindset
- Desire to excel in strategic product development and optimizing value
OVERVIEW

The Clinical Science and Operations (CSO) platform is responsible for the planning, execution and reporting of clinical trials at Sanofi. Running trials to specific timelines, within budget and to rigorous quality standards requires teams of dedicated associates playing a plethora of functional roles including medical writers, trial managers, clinical scientists, medical advisors and supply chain managers. During the first year the fellow will be given the opportunity to contribute to study teams in a number of roles before focusing on one area for the second year.

GOAL

Provide the fellow with insight into potential career paths in clinical development while providing opportunity to contribute to one or more clinical study teams.

OBJECTIVES

During the two year program the fellow will:

- Develop an understanding of how the various functions contribute to a clinical study team
- Learn how to be effective in a highly matrixed organization as well as manage vendors
- Become familiar with clinical study documentation (e.g. protocols, investigator brochure, informed consent form); how they are designed, written and distributed during the course of a study
- Contribute to a study feasibility assessment taking into account the site and patient perspective
- Use multiple sources of data to build and/or manage a study budget
- Contribute to the construction of an operational plan including supply chain management strategy
- Become familiar with the quality and regulatory standards expected of our study teams

SANOFI COMPONENT

Leadership/Teamwork: The fellow will gain experience of working in an international, multicultural team setting. It is expected that they will demonstrate independent thinking and have the leadership skills to use that thinking to challenge the status quo within the team.

Networking: The fellow will build an extensive network internally because of our team centric approach but there will also be opportunities to interact with patients, research sites, vendors and key opinion leaders.

Communication: There will be significant opportunity to develop communication skills through presentation at multiple forums including study team meetings, investigator meetings and department meetings.

Innovation: Clinical operations is a dynamic, rapidly evolving environment with opportunities to implement new digital technologies that will reduce the burden on the patient and study sites. The fellow will be encouraged to propose and/or pilot new approaches to clinical development.

IDEAL CANDIDATE

The ideal candidate for Clinical Science and Operations should have:

- Effective communication skills to facilitate cross-functional teamwork within Clinical Science and Operations
- Independent thinking to optimize the efficiency in clinical operations
- Flexibility to adapt to changes in a dynamic working environment
OVERVIEW

The US Trade group is a shared function across the Sanofi business units looking to establish efficient & sustainable distribution models (wholesaler, direct distribution) and point of care services (retail, specialty pharmacy) in order to maximize Sanofi’s portfolio & competitively differentiate our channel actions. As the channel customers are highly integrated & vertically aligned, US Trade is a key stakeholder, along with functions such as Market Access and the Commercial Brand teams to ensure Sanofi has an organized approach to its customers.

GOAL

This 2-year Fellowship provides an opportunity to gain experience across a wide range of pharmacy channel-specific areas, across the following business units: Primary Care, Specialty Care, Rare Diseases and Rare Blood Disorders. In addition, there will be opportunities to work with our Consumer Healthcare and Vaccine teams.

OBJECTIVES

• Learn and interact with a broad range of activities and teams including: Sales, Marketing, Commercial Excellence, Medical, Regulatory, Legal, and Public Affairs
• Actively lead and contribute to projects to help support our internal and external customers as it relates to the dynamic pharmacy setting
• Own projects in the retail and/or specialty pharmacy space and work closely with the brand & payer marketing teams to ensure the channel solution leads to a benefit to the ultimate user, the patient
• Acquire an in-depth understanding of the overall pharmacy channel during product launch and support throughout its lifecycle
• Gain significant exposure to Trade Accounts, Specialty Pharmacies, Channel Vendors and commensurate Professional Conference (e.g., HDA, NACDS, ECRM, Asembia, AMCP) Engagement
SANOFI COMPONENT

Knowledge. The Fellow will develop an extensive knowledge and fluency across multiple therapeutic areas including diabetes, cardiovascular, and other key disease states as it relates to the role pharmacists play in the community and specialty pharmacy setting. Areas of work would include distribution, prior authorization, adherence, customer relations and other key initiatives identified as business priorities. Specialized training opportunities are available, such as attendance at professional meetings, key thought leader lectures, and internal sessions. In addition, the Fellow will work on high priority project initiatives that support the US Trade / Market Access strategic plans with communication elements to our external stakeholders (patient, provider, and payer).

Communication. The Fellow, as an integral member of the team, will participate in team and relevant matrix meetings where he/she will have the opportunity to prepare, present, and update the team from assigned working groups, along with other team and key account responsibilities.

Teamwork/Leadership. The Fellow will actively lead and contribute to projects as a member of the team and help support our internal and external customers. In this role, the Fellow will develop leadership and communication skills, while working in collaboration with US Trade / Market Access and brand teams.

IDEAL CANDIDATE

- Outstanding business acumen; understands the healthcare industry and other marketplace factors/dynamics
- Ability to work with highly integrated accounts in wholesale, retail and specialty pharmacy space; looking to develop business capabilities and innovative solutions that benefit patients across the Sanofi portfolio
- Self-starter, learning attitude, open to become an expert across customer types and multiple therapeutic areas
OVERVIEW

The Fellow will join the Public Affairs and Patient Advocacy team, dedicated to interacting with the external community, including patient and professional organizations. As an active member of the healthcare ecosystem, Sanofi is dedicated to listening to the needs of patients and finding collaborative solutions to accelerate medical innovations, and ensure patients have affordable access to the medicines and vaccines they need. By connecting the insights, knowledge and resources of both the community and Sanofi, the team develops and delivers meaningful health solutions and partnerships for patients.

GOAL

To provide the Fellow with the necessary experience, knowledge and skills to make a positive and significant impact on patient health outcomes. Through collaborations with key healthcare stakeholders and colleagues, the Fellow will receive hands-on experience in various areas of public affairs while partnering with thought leaders.

OBJECTIVES

During this two-year program, the Fellow will:

• Enhance understanding of healthcare systems
• Develop accurate, evidence-based, and timely solutions for issues impacting patient health
• Build and maintain relationships with patient groups, medical and professional societies, health foundations, and Think Tanks to inform internal decision making
• Develop skills to work cross-functionally in a global, diversified healthcare solutions company

SANOFI COMPONENT

Leadership and Teamwork. The Fellow will actively lead projects and activities and collaborate in various cross-functional teams across Sanofi.

Communication. The Fellow will have opportunities to develop and enhance his or her communication skills through interactions with both internal and external leaders across the healthcare industry.

Networking. The Fellow will develop meaningful relationships with individuals within the company as well as patient and professional organizations to develop and foster professional relationships with the leading thought leaders.

IDEAL CANDIDATE

The ideal candidate for the Public Affairs and Patient Advocacy Fellowship would have a desire to learn and understand the US healthcare landscape via internal and external collaboration with key leaders. Candidates with a passion for patient advocacy, robust interpersonal communication skills, interest in working cross-functionally, and skilled in strategic thinking are encouraged to apply.
OVERVIEW

Research, development, and approval of new drugs and drug delivery systems are essential for providing better treatment options to patients. Approval of these new drugs and devices requires rigorous testing, collection and analysis of data, and unbiased reporting of the efficacy and safety of the findings. The Clinical Documentation Department is responsible for translating clinical components into documentation that ensures timely delivery of unbiased clinical results to health authorities worldwide for marketing approval and life cycle maintenance.

GOAL

To provide the Fellow with exposure, training, and experiences for a broad set of skills and documents required for the development, registration, and maintenance of drug products in accordance with local and global Health Authority requirements, in order to prepare the Fellow for a rewarding career in the pharmaceutical industry.

OBJECTIVES

During this two-year program, the Fellow will:

**Life Cycle of Drug Development.** Understand processes involved in progression from study concept to completed clinical study report and from product development plan to marketed product

**Clinical Documentation Expertise.** Develop essential knowledge of the different skill requirements and dependencies of each field of expertise within Clinical Documentation: Medical Writing, Trial Transparency, Quality Control, Electronic Document Management, and Resourcing

**Critical Evaluation of Clinical Data.** Expand scientific and medical knowledge of products in various therapeutic areas and enhance skills to critically evaluate, interpret, synthesize, and present an unbiased interpretation of results for various audiences through close collaboration with multiple departments across the organization

**Understanding of Health Authority Regulations.** Develop a working knowledge and core understanding of the different regulatory requirements across regions based on projects assigned, and make hands-on contributions to the strategy, writing, and management of clinical documents in support of clinical trial teams and submission activities, and the life-cycle of a product

REGULATORY MEDICAL WRITING

Madhavi Gidh-Jain, PhD
Senior Director,
Medical Writing

Sally Habusta, PharmD, MHSA
Clinical Documentation Fellow 2018-2020
SANOFI COMPONENT

**Knowledge.** With a concentration in Medical Writing, the Fellow will gain experience writing a variety of clinical and regulatory documents such as New Drug Applications, Common Technical Documents, Investigational New Drug Applications, Clinical Study Reports, and Investigator Brochures.

**Ethics.** The Fellow will understand issues around compliance, confidentiality, transparency, and professional ethics that govern the activities of Clinical Documentation.

**Leadership/Teamwork.** Develop international work experience both within the department and as a member of global cross-functional clinical project teams including Biostatistics & Programming, Clinical, Trial Operations and Data Management, Pharmacovigilance, Regulatory, Pharmacokinetics, Clinical and Exploratory Pharmacology, and Evidence-Based Medicine, among others.

IDEAL CANDIDATE

- The ideal candidate for the Fellowship would have a desire to gain experience in applying clinical knowledge, increasing understanding of health authority regulations, and have an interest in writing
- Candidates with an interest in Clinical Documentation, demonstrated self-motivation, and with the ability to lead teams are encouraged to apply
OVERVIEW

• The fellow will be a member of the Sanofi Pasteur VEM team managing the Americas and Europe
• The fellowship will provide experience in evidence generation & communication; as well as, the relevant business, regulatory and legal environment

GOAL

To introduce fellows to professional epidemiology and economics research in the biopharmaceutical industry.

OBJECTIVES

During this two-year US VEM fellowship, the fellow will:

• Become a core member of the VEM strategic planning team for the Americas and Europe, with responsibility for budget planning and setting & tracking team key performance indicators
• Recognize, describe and apply epidemiological and economic research including: systematic literature reviews, meta-analysis, real world outcome studies, economic evaluations & big data studies
• Sharpen scientific and strategic communication skills internally in a corporate professional environment, and externally at scientific & medical meetings
• Work on cross-functional business initiatives and thus gain exposure to other departments including Medical, Market Access, Public Affairs, Human Resources and Commercial Operations

IDEAL CANDIDATE

Candidates must have a passion for science and research along with a drive to make a positive impact. We are looking for candidates that excel in their ability to lead, think strategically, solve complex problems, manage projects and communicate (both verbally and in writing). Candidates will also be assessed for their ability to work as members of high performing teams.
OVERVIEW

- The Fellow will serve as a core member of the North American Vaccines Medical team to support strategic planning and life cycle management of vaccines in the Sanofi Pasteur US portfolio.
- The Fellow’s primary responsibility will be to help the Medical Team successfully complete key deliverables, while being offered the unique opportunity to expand experience with projects in additional areas of interest.

GOAL

To become a valuable member of a dynamic Medical Affairs team by developing a transferrable skillset (e.g., communicating & generating scientific evidence and building trusted relationships) for future career success.

OBJECTIVES

During this two-year US Medical Strategy/Medical Science Liaison fellowship, the fellow will:

VACCINES US MEDICAL STRATEGY

- Support the development and execution of medical strategic plans for multiple vaccine franchises by working on cross-functional teams, which include experts from R&D, Public Affairs, Regulatory Affairs, Market Access, Marketing and Commercial Operations.
- Execute the development and planning of national congresses and advisory board meetings with top-tier Key Opinion Leaders (KOLs).
- Facilitate discussion & identification of insights from the field and various teams to determine unmet medical needs and competitive intelligence insights to inform medical strategy.
- Lead impactful projects critical to business need and team success.

VACCINES US MEDICAL SCIENCE LIAISON (MSL)

- Engage key external experts (e.g. pediatricians, internists, ID specialists) by conducting scientific exchanges to enhance the understanding of the scientific and medical value of our products.
- Recognize, record and share insights that deepen our understanding of the needs of patients, consumers, regulators, payers, and healthcare providers.
- Maintain effective and appropriate communication among internal stakeholders while maintaining full compliance with company policies.
- Assess/identify gaps in MSL field resources and collaborate with medical strategy on the development of MSL materials and trainings aligned with medical strategy.

IDEAL CANDIDATE

The ideal candidate for the Vaccines Medical Affairs fellowship would have a desire to learn medical strategy, tactics, and scientific communication, as well as to participate in data generation and launch readiness related activities that a medical affairs professional completes in a global pharmaceutical company.
OVERVIEW

The pharmaceutical industry is responsible for the monitoring, assessment and communication of safety information throughout a product’s lifecycle. The activities associated with this responsibility are referred to as pharmacovigilance. At Sanofi, the Global Pharmacovigilance (GPV) Department is responsible for these activities. The aims of pharmacovigilance are to enhance patient care and safety in relation to the use of pharmaceutical products by ensuring that emerging safety signals are proactively identified and appropriate actions are taken to ensure the benefit/risk profile remains favorable. Pharmacovigilance is a growing and thriving field within the pharmaceutical industry as regulations continue to expand and evolve and the need for knowledgeable and qualified personnel increases.

GOAL

To provide the Fellow with training and experiences in global pharmacovigilance that will prepare them for a challenging and rewarding career in the pharmaceutical industry.

OBJECTIVES

During this two-year program, the Fellow will:
• Understand the mission of a pharmacovigilance department and the role of GPV in clinical development and product lifecycle management
• Become knowledgeable in current global pharmacovigilance regulations and guidelines, including US and European regulations
• Develop the ability to think strategically with a global pharmacovigilance and regulatory perspective
• Enhance his or her ability to critically evaluate, interpret, synthesize, and present safety data in a clear and concise manner through written and verbal communication
• Expand his or her medical and scientific knowledge of products within various therapeutic areas
• Actively participate in:
  ◦ Safety surveillance and signal detection
  ◦ Risk management
  ◦ Preparation of various regulatory documents (e.g. Periodic Safety Reports, Product Label Updates, and Risk Management Plans)
SANOFI COMPONENT

**Transition & Integration.** An on-boarding period is provided early in the Fellowship to ease the transition of the Fellow into a pharmaceutical company with global reach. Once the learning objectives are met and initial trainings are completed, the Fellow will rotate through and support different therapeutic areas that will enable them to acquire pharmacovigilance knowledge while at the same time enhance their leadership qualities and soft skills. Throughout the rotational period, the Fellows are chaperoned by dedicated mentors and facilitators.

**Knowledge.** The Fellow will acquire a comprehensive foundation of the major concepts of pharmacovigilance, including global regulations and guidelines applicable to adverse event reporting, signal detection, and risk management. The Fellow will be able to apply their newly acquired knowledge to make visible and meaningful contributions to professional project teams.

**Teamwork.** The Fellow will contribute to projects involving multi-disciplinary teams that may include Clinical, Medical, Regulatory, Labeling, Manufacturing, Marketing, and Legal.

**Communication.** The Fellow will have opportunities to strengthen interpersonal skills by interacting with colleagues of diverse backgrounds. The Fellow’s ability to clearly articulate thoughts and concepts effectively will be fortified through these interactions, as well as through regular professional presentations at Sanofi and Rutgers.

**Technical Skills.** The Fellow will learn about globally recognized pharmacovigilance tools such as MedDRA, FDA AERS, WHO VigiBase, and claims data. The Fellow will also become familiar with the company’s safety database, signal tracking system, and electronic document archival system. Their ability to critically analyze and interpret scientific and clinical information as well as their medical writing skills will be refined.

**Networking.** The Fellow will be introduced to Sanofi colleagues and encouraged to foster professional connections, both locally and globally. In addition, the Fellow will have opportunities to connect with current and past Fellows through the expansive Fellowship network at Rutgers.
OVERVIEW

At Sanofi, GRA Labeling strives to enable healthcare providers, caregivers and patients to make the best informed decisions for patients and themselves by delivering the most relevant, useful, scientifically accurate and current information about Sanofi products’ benefits and risks. GRA Labeling develops global labeling strategy and incorporates the operating principle of “Label as Driver” into project team ways of working and decision making. We develop and maintain optimal target labels, corporate labeling, US and EU physician labeling, patient labeling content and materials that support the safe and effective use of Sanofi products. Through implementation of corporate labeling, GRA Labeling ensures consistency and scientific rigor in local labels worldwide.

GOAL

To provide the Fellow with the necessary tools to become a knowledgeable and confident Regulatory Labeling professional with the experiences and opportunities to interact with and influence multi-disciplinary teams. The Fellow will be provided with the opportunity to fulfill broad regulatory labeling responsibilities for marketed products and investigational compounds in development, in accordance with applicable laws, global health authority regulations, and company policies.
OBJECTIVES

During this 2-year Global Regulatory Affairs Labeling Fellowship, the Fellow will, among other things:

• Become knowledgeable in Sanofi’s Global Labeling processes and develop necessary skills for authoring and facilitating development of corporate, US and EU labeling for products in development and marketed products in Sanofi’s portfolio

• Gain knowledge and understanding regarding the drug development process and the role of labeling in the lifecycle of a product (“cradle to grave”)

• Become knowledgeable of current EMA, FDA and other health authority regulations, guidances, and current industry standards impacting product labeling and beyond

• Develop the ability to think strategically, from a regulatory perspective, about marketed products and investigational compounds in development

• Develop proficient facilitation, project management, and presentation skills

• Develop the skills necessary to lead cross-functional matrix teams to deliver optimal label content (Labeling Working Group) and gain approval through governance processes

• Understand the importance of labeling strategy related to the development and negotiation of professional labeling for investigational compounds and marketed products with health authorities

• Support implementation of core labeling information into local labels

• Develop submission ready labeling documents which are in line with applicable laws, regulations and guidances

• Interface with Pharmacovigilance and Regulatory Strategy functions for labeling contributions for reports

• Gain understanding of the downstream uses and impact of labeling including implementation in various materials and labeling artwork processes
OVERVIEW

New product innovation is critical to the healthy growth of Sanofi Consumer Healthcare. The US Consumer Healthcare Research & Development department is responsible for new innovation and research & development of brands within the categories of pain relief, allergy, cough and cold, sleep, gastrointestinal, vitamin & mineral supplement, skincare, oral care, and haircare.

GOAL

To provide the Fellow with a broad range of experience within the research and development process from concept generation to launch of the product to market.

OBJECTIVES

During this two-year program, the Fellow will be trained in the following areas:

- **Product formulation (with sensory optimization):** Formulation of consumer centric products that combine the patentable technology created, unique consumer claims, and a delightful consumer experience.

- **Manufacturing scale-up:** Partnering with validation and manufacturing team to optimize the process of the product in a large manufacturing scale environment.

- **Technology innovation, research and development:** Creation and/or identification of unique functional ingredients through work with external ingredient suppliers to create (or identify) ingredients that meet unique consumer needs.

- **Consumer claims innovation and development:** Partnering with the marketing department to create consumer based claims and development of unique claims language to communicate effectively and appropriately to the consumer.

- **Consumer claims substantiation (lab):** In-vitro and/or ex-vivo lab work (with internal or external partners) to create thesis for proof of claims for unique functional ingredients identified.

- **IP (intellectual property) identification and development:** Creation and/or identification of unique patentable opportunities to create a unique business advantage in the marketplace.
SANOFI COMPONENT

**Knowledge:** The Fellow develops knowledge of every aspect of the product development/research and development process. This includes working with the consumer to understand the unmet consumer need. Also includes researching technologies to meet the identified consumer needs and then working with manufacturing to deliver the product to market.

**Communication:** The Fellow enhances verbal and written communication skills through presentations and interactions with various consumer healthcare departments including but not limited to marketing, marketing insights, supply chain, procurement, quality, regulatory, legal and manufacturing.

**Teamwork/Leadership:** The Fellow develops strong teamwork/leadership skills by leading a development project from concept to product launch and working closely with all consumer healthcare teams and all aspects of the product launch process.
Sagar Shah, PharmD
Global Medical Information
Content Lead
Global Medical Information
Fellow 2017-2018

Joseph Eckart, PharmD
Medical Writer
Clinical Documentation
Fellow 2016-2018

Alex Cockerham, PharmD
Lead Evidence Based Manager, HEVA, US Primary Care
Health Economics and Outcomes Research Fellow 2016-2018

Jay A. Sheth, PharmD
Associate Director, Specialty Insights and Operations
Trade/Access Services Fellow 2016-2018

Danielle Lerch, PharmD
Deputy Director, Regional Medical Strategy - Vaccines
US Global CV Medical Affairs Fellow 2016-2018

Tyler Valente, PharmD
Senior Manager
Value & Access Diabetes Fellow 2016-2018

Angelina Mandic, PharmD
Manager NA GRA
Global Regulatory Strategy and Development Fellow 2017-2019

Hamza Sarwar, PharmD
Manager
Global Medical Information Fellow 2017-2019
Program History
In 1984, at Rutgers, The State University of New Jersey, the Ernest Mario School of Pharmacy and two pharmaceutical companies began a collaborative pilot program to evaluate the potential contributions of clinically-trained pharmacists within a pharmaceutical industry practice setting. Following the successful pilot, the Rutgers Pharmaceutical Industry Fellowship (RPIF) Program grew significantly and expanded to include 21 companies within the pharmaceutical and biopharmaceutical industries and over 200 fellows annually.

In 2002, Dr. Ernest Mario generously provided an endowment to establish the Institute for Pharmaceutical Industry Fellowships to enhance and promote the role of pharmacists in industry through the RPIF Program. The Institute staff members:

- provide leadership and administrative support;
- promote quality, communication, and scholarly activity; and
- arrange specialized fellowship training opportunities within the pharmaceutical and biopharmaceutical industries.
Recently in 2018, our program has expanded to offer interdisciplinary fellows’ training by adding select physician fellowship opportunities to our well-established program.

The RPIF Program has thrived under the leadership of the founder, Dr. Joseph A. Barone, Dean and Professor II of the Ernest Mario School of Pharmacy and Dr. Michael Toscani, Research Professor and the Director for the Institute for Pharmaceutical Industry Fellowships.

2019 RPIF Program Certificate

More than 1000 post-doctoral fellows have completed the RPIF Program, most of whom are pursuing influential and rewarding careers in the pharmaceutical and biopharmaceutical industries throughout the US and abroad. The RPIF Program has preceptors/mentors from industry who share their knowledge and experiences with the fellows through an intense but closely guided training program. Assignments and projects are challenging, meaningful, and designed to enhance understanding of the pharmaceutical and biopharmaceutical industries and the fellow’s functional area.

Professional Development Series

All fellows gather at Rutgers once or twice monthly as a group to participate in the Professional Development Day (PDD) Series, an important component of their training that complements the hands-on experience provided at the partner companies. The PDDs are steered by a committee of fellows and are designed to enhance the fellows’ presentation skills, emotional intelligence, promote connectivity and a sense of community among fellows from different companies and disciplines, develop new skill sets under the guidance of external trainers, and provide general knowledge about various aspects of drug development and issues facing the pharmaceutical and biopharmaceutical industries.

The fellows learn from each other through individual and group presentations and debates on topics and issues related to the pharmaceutical and biopharmaceutical industries. This dynamic forum provides an opportunity for open discussion and debate among fellows, Rutgers faculty, and company preceptors. In addition, outside experts provide training and professional development in a variety of areas (e.g., tools for corporate success; professional writing, presentations, meeting facilitation, negotiating, influencing, networking, and conflict resolution skills; giving and receiving feedback; and business and dining etiquette). Other PDD guest speakers include senior industry executives, patient advocacy groups, and successful RPIF Program alumni who share their insights and experiences. Importantly, PDDs provide an excellent opportunity for fellows to interact with each other and develop lasting personal friendships and a strong professional network of fellows, faculty, alumni, and other industry executives.
Key Program Features
The Rutgers Pharmaceutical Industry Fellowship Program FOSTERs the growth and development of future pharmaceutical and biopharmaceutical industry professionals through the following key program features:

**F**amily of Leading Companies—Partners include several of the top 21 global pharmaceutical and biopharmaceutical companies.

**O**utstanding Alumni Track Record—Over 1000 alumni hold prominent positions at many leading companies.

**S**trong Network—Over 200 fellows each year develop valuable, lasting connections with each other, alumni, preceptors and faculty.

**T**he Pathway to Industry—Since 1984, the Rutgers program has been nationally recognized, trusted, and proven as the pathway to industry for pharmacists.

**E**nhanced Career Path—Increasingly challenging assignments build depth of experience and enhance the potential for an accelerated career path.

**R**igorous Academic Component—Rutgers affiliation provides academic and professional development opportunities.

Rutgers, The State University of New Jersey, with approximately 70,875 students in its three campuses, is one of the major state university systems in the United States. The New Jersey College of Pharmacy was founded in 1892 and was incorporated into the University in 1927. The Ernest Mario School of Pharmacy is part of Rutgers Biomedical and Health Sciences, the only state school of pharmacy in New Jersey, with approximately 1,300 students in its Doctor of Pharmacy program. The Rutgers Ernest Mario School of Pharmacy is located on the University’s main science and technology campus in Piscataway, New Jersey. Because of its close proximity to the nation’s leading pharmaceutical and biopharmaceutical companies, the Ernest Mario School of Pharmacy and the RPIF Program are uniquely capable of providing fellows with advanced training in the pharmaceutical and biopharmaceutical industries.

Application Process and Eligibility Requirements:
Fellows for the Rutgers Pharmaceutical Industry Fellowship Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy degree from an ACPE accredited institution before July 1 of the fellowship term. Participation in the ASHP Midyear Clinical Meeting/PPS is strongly encouraged. Interested individuals may submit their application materials (curriculum vitae, three letters of recommendation and a letter of intent) beginning November 23, 2019 and complete a program interest form online by visiting our website at: pharmfellows.rutgers.edu

All application materials must be submitted electronically, and applicants are strongly encouraged to submit the above documents by December 1st.

Please address your Letter of Intent & Letters of Recommendation to:
Joseph A. Barone, Pharm.D., F.C.C.P.
Dean and Professor II
Ernest Mario School of Pharmacy
Rutgers, The State University of New Jersey
160 Frelinghuysen Road
Piscataway, NJ 08854-8020