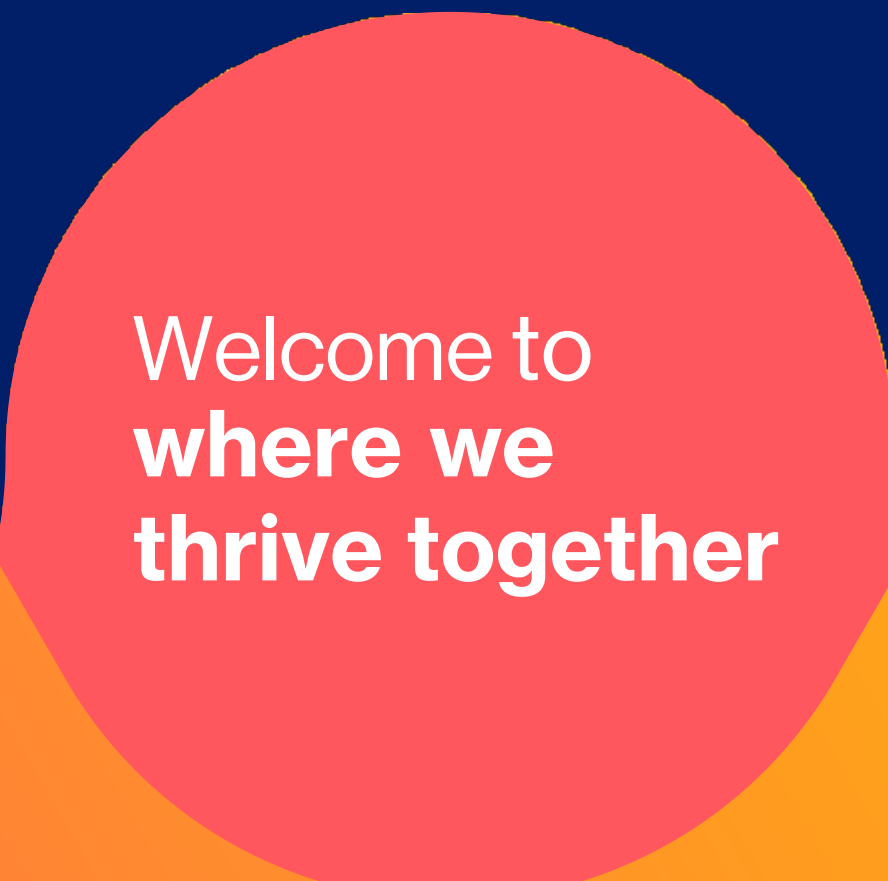




NOVARTIS



RUTGERS HEALTH  
Institute for Pharmaceutical  
Industry Fellowships



Welcome to  
**where we  
thrive together**



**Novartis Pharmaceutical  
Industry Fellowship Program  
for Physicians 2025-2026**





# Who we are

## Our Purpose

We reimagine medicine to improve and extend people's lives by using innovative science and technology to address some of society's most challenging healthcare issues. Our team discovers and develops breakthrough treatments and finds new ways to deliver them to as many people as possible. We also aim to reward those who invest their money, time and ideas in our company.

Our culture is based on core values and behaviors

Inspired

Curious

Unbossed

Integrity

## Our Priorities

Accelerate growth and deliver returns

- Deliver high-value medicines (including launch excellence)

Deliver through operational excellence

- Driving efficiencies and agile resource allocation
- Improving R&D productivity

Strengthen Foundations

- Unleash the power of our people
- Scale data science and technology
- Build trust with society

# Who we are

## Our Company

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## Research and Development (R&D)

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**Biomedical Research** is our innovation engine, focused on creating new ways of fighting disease and turning scientific breakthroughs into new medicines with the potential to change lives.

**Development** oversees the development of potential new medicines, running large clinical trials to confirm their safety and efficacy, and steering the way to regulatory approval for use for patients.

## Operations and global functions

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**Operations** manufactures and delivers our medicines to customers, while also overseeing IT, procurement, real estate and other support services that we need to run our business. Novartis operates 33 production sites worldwide.

**Global functions** provide support in areas such as finance; human resources; legal; ethics, risk and compliance; corporate affairs; and strategy and growth. Novartis Global Health and Sustainability focuses on improving health in low- and middle-income countries (LMICs) and works to embed material sustainability and ESG topics into our business.

## Commercial

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US and International are our two commercial units, focused on their respective geographic areas. They work with customers to provide innovative medicines and services that improve treatment options and raise the quality of care for patients. Novartis sells products in approximately 130 countries worldwide.

# Who we are

## Our people

The greatest strength of Novartis is our people, whose diversity, energy and creativity are crucial to our success.

**78k**  
Headcount

**140+**  
Nationalities

**38**  
Annual  
learning hours  
per employee

**48%**  
Women in  
management

## Our ethics

We have a set of ethical principles that should be applied when making daily decisions.

Be Open-minded

Be Honest

Be Bold

Be Accountable





# About our company

## Innovative Medicines

Novartis offers innovative healthcare solutions for the ever-evolving needs of our patients and societies worldwide. We are committed to developing and commercializing treatments for patients suffering from rare and life-threatening neurological genetic diseases. Our portfolio includes over 80 key marketed products, many of which are leaders in their respective therapeutic areas.

**Novartis Pharmaceuticals Corporation** is headquartered in East Hanover, New Jersey, which is approximately 40 miles west of New York City.



## Finance

**45.4 bn**  
Net sales  
(USD)

**13.2 bn**  
Total free cash  
flow (USD)

**16.4 bn**  
Core operating  
income (USD)

**9.8 bn**  
Operating  
income (USD)

**8.6 bn**  
Net income (USD)

## Innovation

**100+**  
Projects in clinical  
development

**8.6 bn**  
Invested in research and  
development (USD)

## Social

**33.2 m**  
Patients reached through  
access approaches





**1.6 m**  
People reached through  
strategic innovative  
medicines in LMICs<sup>1</sup>

<sup>\*</sup>In constant currencies and for continuing operations.

<sup>1</sup>Low- and middle-income countries as defined in Novartis sustainability-linked bond

# Our Focus and Reach

We focus on four core therapeutic areas with strong growth potential and high unmet patient needs.

Cardiovascular, Renal and Metabolic 	Immunology 	Neuroscience 	Oncology 
<ul style="list-style-type: none"> <li>Heart failure &amp; hypertension</li> <li>Atherosclerosis</li> <li>Rare renal, acute kidney injury</li> </ul>	<ul style="list-style-type: none"> <li>Psoriasis, Psoriatic arthritis</li> <li>Spondylitis/Spondylarthritis</li> <li>HS, CSU, CINDU</li> <li>Sjögren's, SLE, LN</li> <li>Food Allergy</li> </ul>	<ul style="list-style-type: none"> <li>Multiple sclerosis</li> <li>Neurodegeneration (Alzheimer's, Parkinson's)</li> <li>Neuromuscular (building on Spinal Muscular Atrophy, including ALS)</li> </ul>	<ul style="list-style-type: none"> <li>Breast cancer</li> <li>Prostate cancer</li> <li>Lung cancer</li> <li>CML, NHL, MM, AML, MDS</li> <li>PNH, ITP, wAIHA</li> </ul>

Advancing three breakthrough technology opportunities that could potentially unlock substantial mid-to-long-term growth for Novartis.

<b>Radioligand therapies in solid tumors</b>	<b>CAR-T in immunology</b>	<b>siRNA in neuroscience and cardiovascular</b>
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**~130 countries**  
where our products are sold



**236 m patients**  
reached in through our  
Innovative Medicines



**13 m patients**  
reached through  
awareness events

# Our program objectives

During the two-year program at Novartis, you'll:

1. Gain practical insights and experience while getting a comprehensive overview of the pharmaceutical industry
2. Grow your clinical knowledge by participating in industrial and academic programs
3. Promote the role and value of a clinically trained pharmacist within the pharmaceutical industry
4. Actively participate in specific areas of the industry and academia through direct involvement in various projects and assignments
5. Become highly sought after in the pharmaceutical industry.

“Our name, derived from the Latin *novae artes*, means “new skills” and reflects our commitment to bringing new healthcare products to patients and physicians worldwide.”

# Novartis Physician Fellowship Program

## Physician Fellow in Global Clinical Development (CD)

Novartis' Global Clinical Development is a critical capability within each of the Development Units in Global Drug Development. The CD teams, led by Global Program Clinical Head(s), design innovative patient-friendly clinical development programs to rapidly bring outstanding treatments to patients, caregivers and healthcare systems

The Global Clinical Development Physician Fellowship program is geared to provide the Physician Fellow a foundation in mid-to-late- stage clinical development at Novartis through immersive hands-on training and continual peer mentorship. This one-year program spans from July 2025 - June 2026 and this industry experience is administered by Novartis' Clinical Development Excellence. The position is based in East Hanover, NJ.

“The Global Development fellowship at Novartis is the perfect balance of structure and flexibility, while also providing mentorship, support and professional growth.”

### Current Physician Fellow



**Michika Maeda**  
Global Development  
Clinical Development Excellence

Internal Medicine Residency, Rush University Medical Center  
*M.D.*, University of Illinois Chicago  
*B.A.*, Biological Sciences, University of Chicago

### Past Physician Fellow



**Kenny Onate**  
Global Development  
Associate Clinical Development Medical Director

*M.D.*, Facultad de Ciencias Medicas de la Universidad Central del Ecuador  
Residency in Pediatrics, Sophie Davis School of Medicine  
Fellowship in Pediatric Endocrinology, Zucker School of Medicine at Hofstra/Northwell

Novartis RPIF Physician Fellow 2023-2024



# Novartis' Global CD Physician Fellow Role

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To maximize the overall experience and build solid capabilities, the Clinical Development (CD) Physician Fellow will:

- Be an integrated member of a Global CD team, working with oversight by the CD (Medical) Director to contribute to the strategic planning and management of assigned programs from an end-to-end perspective
- Contribute to the design and implementation of the CD plan in partnership with relevant global line functions including Translational Medicine, Regulatory Affairs, Global Medical Affairs, Commercial, & Patient Safety, and Global Development Operations
- Provide clinical and strategic input to the development of protocols and regulatory documents
- Contribute to medical and scientific review of clinical trial data with appropriate oversight by the CD (Medical) Director
- Support development of study tools, guidelines, and training materials

In addition, the Physician Fellow may:

- Participate in special projects of interest
- Take Novartis training courses of interest
- Attend medical and professional conferences to present posters, participate in scientific sessions for continuing education credit, and network with colleagues

**Upon successful completion of the program, the CD Physician Fellow should be well-qualified to apply for a potential permanent position in Global Development.**

At Novartis,  
we're reimaging  
medicine







Training Opportunity for Physicians Interested in Pharmaceutical Industry as Career Path

# Rutgers Pharmaceutical Industry Fellowship (RPIF) Program

Ernest Mario School of Pharmacy (EMSOP)

Rutgers, The State University of New Jersey

The RPIF Program has thrived under the leadership of the founder, Dr. Joseph A. Barone, Dean and Distinguished Professor of the EMSOP, Dr. Carolyn Seyss, the Director for the Institute for Pharmaceutical Industry Fellowships, and Dr. Michael Toscani as the Director Emeritus.



**Joseph A. Barone, PharmD, FCCP**  
Dean and Distinguished Professor



**Carolyn Seyss, PharmD, RUCIF**  
Fellowship Director



**Michael Toscani, PharmD**  
Research Professor,  
Fellowship Director Emeritus



Connect with us on social media: @RutgersFellow

## Program History

1984

EMSOP and 2 pharmaceutical companies began a first-of-its-kind collaborative pilot program to evaluate the potential contributions of clinically- trained pharmacists within a pharmaceutical industry practice setting. Following the successful pilot, the RPIF Program grew significantly and expanded to now include 27 companies within the pharmaceutical and biopharmaceutical industry with approximately 350 Fellows.

2002

Dr. Ernest Mario generously provided an endowment to establish RPIF as an Institute 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, scholarly activity, and professional development
- Arrange specialized training opportunities within the pharmaceutical and biopharmaceutical industry

2018

RPIF expanded to offer interdisciplinary Fellows' training by adding physician Fellowship opportunities to our well-established program.

2023

The RPIF Certificate is recognized with special credentials so our alumni can now proudly identify themselves as **RUCIF (Rutgers University Certified Industry Fellow)**.

Over 1,700 Post-Doctoral Fellows have completed the RPIF Program, most of whom are experiencing influential and rewarding careers in the pharmaceutical and biopharmaceutical industry throughout the US and abroad. The RPIF Program has Preceptors and 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 industry and the Fellow's functional area(s). Our goal is to provide the environment for Fellows to build the foundations to fuel their careers as future leaders in the industry.

## Professional Development Series

All Fellows gather once 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 sponsor companies. The PDDs are steered by a committee of Fellows and are designed to enhance the Fellows' leadership skills such as emotional intelligence, communication, critical decision making, and presentation skills. Fellows develop skill sets under the guidance of external trainers and accomplished RPIF alumni. PDDs also provide general knowledge about various aspects of drug development/ commercialization and issues facing the pharmaceutical and biopharmaceutical industry, and promote connectivity and a sense of community among Fellows and alumni from different companies and disciplines.

The Fellows can learn from each other through individual and group presentations on topics and issues related to the pharmaceutical and biopharmaceutical industry. 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, conflict resolution, giving and receiving feedback, and business etiquette). Other PDD guest speakers include senior industry executives, including our successful RPIF Program alumni, who share their career paths, 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

RPIF FOSTERS the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders through:

- F** **Family of Leading Companies**  
Partners include several top global pharmaceutical/biopharmaceutical companies and offer large to small company environments.
- O** **Outstanding Alumni Track Record**  
Over 1,700 alumni hold prominent positions at many leading companies, including VP and C-suite levels.
- S** **Strong Network**  
Fellows develop valuable, lasting connections with each other, alumni, Preceptors, and Rutgers EMSOP faculty.
- T** **Trusted and Proven Since 1984**  
The Rutgers Fellowship Program is nationally recognized, trusted, and proven as the key pathway to industry, developing foundations for future leaders.
- E** **Enhanced Career Development**  
Breadth of experiences informs career path choices, increasingly challenging assignments build depth of experience, and visibility creates opportunities - enhancing the potential for accelerated career paths.
- R** **Rigorous Academic Component**  
Rutgers affiliation provides academic and professional development opportunities, and adjunct faculty appointments at EMSOP.

Because of its relationship with and close proximity to most of the nation's leading pharmaceutical and biopharmaceutical companies, EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical industry.

Rutgers, The State University of New Jersey is one of the major state university systems in the United States. EMSOP is part of Rutgers Health and is located on the University's main science and technology campus in Piscataway, New Jersey.

While RPIF offers all the benefits of a large program with an extensive network of distinguished professionals, Fellows receive the individual attention of a small program where they are known and supported as individuals.

## Application Process and Eligibility Requirements

Physician Fellows for the RPIF Program are selected on a nationally competitive basis. Candidates must have an MD or DO with clinical experience such as completed residencies or fellowships preferred before July 1 of the fellowship term.

### HOW TO APPLY:

The RPIF Program is highly competitive. **Candidates will be selected for interviews on a rolling basis, so we strongly encourage you to submit your application as soon as possible.**

Interested candidates may submit their application with short-answer questions and supporting materials (letter of intent, curriculum vitae, and 3 letters of recommendation) as soon as **October 11, 2024** by visiting our website at:

<https://pharmafellows.rutgers.edu/physicians/how-to-apply/>

**All application materials must be submitted electronically to the RPIF website per instructions on the site.**

### REQUIRED ITEMS:

### SUBMIT BY:

Application with short-answer questions	October 18th
Letter of Intent (LOI)	October 18th
Curriculum Vitae (CV)	October 18th
Letters of Recommendation (LORs)	December 1st

### ADDRESS LOI AND LORs TO:

**Joseph A. Barone, PharmD, FCCP**  
**Dean and Distinguished Professor**  
Ernest Mario School of Pharmacy  
Rutgers, The State University of New Jersey  
160 Frelinghuysen Road  
Piscataway, NJ 08854-8020





**"RPIF provides me transformative growth opportunities as I begin my pharmaceutical industry career. The Program's scale offers extensive networking across functional areas, while still delivering personalized attention for Fellows as they partake in opportunities like teaching, research, or committees. Through these opportunities I have developed crucial leadership and communication skills, while also gaining additional tools and connections to thrive in this dynamic field post-fellowship."**

**Morgan McCluskey Wirtz, PharmD, MBA**  
Medical Communications Fellow,  
RPIF Chief Fellow



**"As a Rutgers Fellow, I have had more opportunities through Rutgers and my company than I ever thought possible. The care and kindness of the leadership team and preceptors creates a learning environment that helps fellows flourish and prepare for their careers going forward."**

**Molly Nelson, PharmD**  
Global Scientific Content- Health Systems Fellow  
RPIF Chief Fellow



**"As a Rutgers fellow you'll experience the best of both worlds: the resources and opportunities of a large program combined with the individual support and tight-knit community of a small program. My capacity as both a leader and industry professional has grown immensely since joining—I'd choose RPIF every time!"**

**Macy Gipson, PharmD**  
Clinical Science,  
Late Stage Development Fellow  
RPIF Chief Fellow