

# Global Medical Affairs and Outcomes Research 2026 Fellowship Program



**R** **RUTGERS HEALTH**  
Institute for Pharmaceutical  
Industry Fellowships

 **ORGANON**

Global MA&OR  
Fellowship Program

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# Welcome

## Organon Global MA&OR Fellowship Program in Collaboration with RPIF Program

On behalf of [Organon](#) and the [RPIF Program](#), we thank you for your interest in our [Organon Global Medical Affairs & Outcomes Research \(MA&OR\) Fellowship](#).

Organon is a women's health company that believes in a better and healthier every day for every woman! **We are a passionate, global community of thousands dedicated to our goal of redefining the future of women's health.** Our mission is to deliver impactful medicines and solutions for a healthier every day. But what really makes it work at Organon is our people.

We're looking for fellows who are real, passionate team players, curious innovators, forward thinkers, empowered by the idea of shaping their career, and ready to bring their fire to embrace change and the opportunities it brings for progress.

**As fellows, you'll have the unique opportunity to contribute to the development of our company and help shape our culture.**

Through the Organon MA&OR Fellowship Program, we strive to provide a dynamic, highly immersive program in an entrepreneurial pharmaceutical industry environment.

We look forward to meeting you and we wish you the best of luck throughout this recruitment process and the next steps of your career.



# About Organon

## Our Story

Organon has important links to the past in terms of products and its passion for women's health. Organon launched on June 3, 2021, as a **global women's health company** with employees and women from around the world.

Organon was selected as our company name to communicate the promise of the future, while anchoring to a legacy of innovation in women's health.

Organon was at the **forefront of innovation** in women's reproductive health.

The word **organon** has its roots in ancient Greek and means **"an instrument for acquiring knowledge."** Organon became the name of a Netherlands-based company that was established in 1923, and which grew as a European innovator and became known in the area of women's health.



Our Mission: Deliver impactful medicines and solutions for a healthier every day.

## Our Company

Organon is a global healthcare company with a mission to deliver impactful medicines and solutions for a healthier every day. We build upon our strong foundation of **more than 60 medicines and other products** across a range of areas including reproductive health, heart disease, dermatology, allergies and asthma.

**We bring these important therapies around the world, with an international footprint that serves people in more than 140 markets.** We believe the diversity of our business provides a sustainable engine of growth so we can continue to invest in and advance new medicines and treatments for women that are so urgently needed.

**We are here for her health.**



# A Message from Our US Medical Affairs Head and Executive Sponsor

We are excited to offer our fellows the opportunity to gain real-world experience and make meaningful contributions to our diverse teams across reproductive health, cardiovascular disease, autoimmune, dermatologic, neurologic, and respiratory conditions. Fellows will be at the forefront of innovative solutions that advance the complete health of women at all stages of her life journey.

Fellows will have the flexibility to focus on areas that align with their interests, preparing them for a successful career while making a positive impact on treatment options that help patients around the world.

**Rafael Cardona Chaves, MD, MSc, MBA**  
Head of US Medical Affairs  
Executive Sponsor



# Global MA&OR Fellowship Program Overview

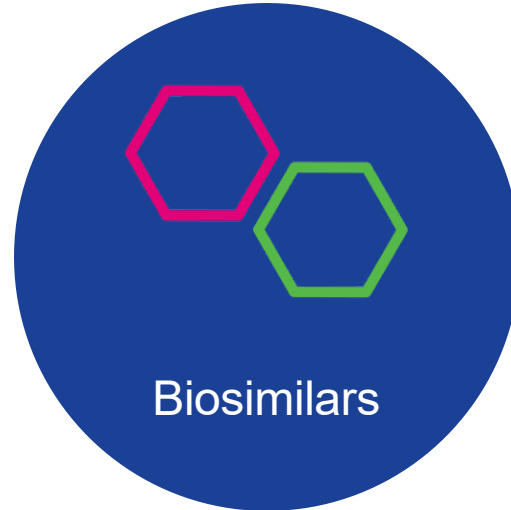
During the two-year Organon Fellowship, the fellow will gain a well-rounded understanding of **Global Medical Affairs & Outcomes Research** (MA&OR) including:

- **Global Medical Customer Interface** (GMCI)
  - Medical Information and Contact Center
- **Strategic Medical Communications and Channels** (SMCC)
  - Global Medical Content and Training

This two-year Fellowship will allow our fellow to work in many key therapeutic areas, including reproductive health, heart disease, dermatology, allergies and asthma. Our fellow will also receive ample exposure to the Global market as Organon maintains an **international footprint that serves people in more than 135 countries**. The fellow will join Organon founders in building a brand, nurturing our existing portfolio, and expanding into new areas.



# Our Three Key Areas



**Our three pillars — women's health, biosimilars and established medicines — are the foundation for how we strive to achieve our vision to create a better and healthier every day.** We work to provide medicines and other products that help address a wide array of conditions and diseases that women and their loved ones face. Our hope is to give people more choice throughout their lives.

# Our Three Key Areas



We know women need more choices when it comes to their healthcare. We believe that women are the foundation to a healthier world.

**Our goal is to create a better and healthier every day, for every woman**

We are motivated by a woman's evolving health needs throughout her lifetime. That's why our intention is to take on some of the issues that matter most to her.

We aim to empower women to make the right health choices for them with an ambition to help women achieve their family goals.



We prioritize our patients first through listening, learning and understanding their needs. As the biosimilar landscape changes, so do we – with an unwavering commitment to providing more options for patients.

**Bringing important medicines to patients in need**

Biosimilars were introduced with the goal of offering patients more treatment options and reducing healthcare costs related to biologics.



Our portfolio of established medicines has a long history across a range of therapeutic areas.

**Providing a range of medicines across diseases and conditions**

Our established brands include well-known products across a range of therapeutic areas like respiratory, cardiovascular, dermatology, non-opioid pain and more.

# Organon's Global Locations

Organon's products are available to people in more than **135 countries**. We have established a footprint in **62 countries**, have collaborations in more than **80 countries**, and provide designated point of contact (DPOC) services in more than **140 countries**. Our headquarters are based in Jersey City, NJ, USA.

## Our Values

Our people take the promise of Organon and turn it into a reality, with a calling to help create what has been missing in the world. Above all, we act with integrity because we are the foundation for what the company will become, and our values are how we get things done around here.



### Be real.

*We will be authentic and transparent.*



### We all belong.

*We will see diversity as critical to all we do, making sure everyone has a voice and feels a sense of belonging.*



### Bring your fire.

*We will maintain passion for our purpose and what we do.*



### Own it.

*We will drive accountability and empowerment with high integrity and ethical standards.*



### Rise together.

*We will collaborate and succeed as a team.*



### Keep moving.

*We will be entrepreneurial and resilient, lean into challenges and embrace change.*

# Industry Awards & Recognition Received by Organon



Disability Index, Best Place to Work for Disability Inclusion, 2025



JUST Capital, America's Most JUST Companies, JUST 100 Index, 2025



Disability Equality Index, Best Place to Work for Disability Inclusion, 2024



JUST Capital, America's Most JUST Companies, JUST 100 Index, 2024

# Your Fellowship Team



**Diane Krawiec-Litwinko**

PharmD – Fellowship Director

Diane Krawiec-Litwinko leads the Global Medical Information (GMI) and Strategic Medical Communications and Channels (SMCC) teams. Diane has over 20 years of experience in Medical Information/Communications, inclusive of time with Schering-Plough, Merck, and now Organon. Additionally, she earned her BS in Pharmacy at The Rutgers University Ernest Mario School of Pharmacy and earned her PharmD degree at Shenandoah University. She is excited to continue the collaboration between Organon, Rutgers, and the future fellows. As the fellowship director at Organon, she believes this program will be a dynamic opportunity for fellows to gain global acumen in the pharmaceutical industry while playing a vital role in meeting the needs of patients and providers.



**Taeho Lim**

PharmD – Preceptor

Taeho Lim is Associate Director of Global Medical Information at Organon. He is a proud alumnus of Massachusetts College of Pharmacy and Health Sciences. His experience spans from Medical Communications to Global Medical Information. He is excited to lead future pharmacy fellows and ensure that each participant has a hands-on and fully immersed experience. Taeho is looking forward to being a part of the growth of each fellow and being able to guide them through the many unique opportunities at Organon.



**Archana Jeyakumar**

MD – Preceptor

Archana Jeyakumar is a Director of Medical Affairs and is a part of the Strategic Medical Content and Channels team where she provides expertise in medical review, training and supports medical strategy. She is a dual board-certified physician from the UK with almost a decade of clinical experience within the NHS. She is a proud alumnus of the Rutgers RPIF physician fellowship program. She is passionate about giving back to the program as a preceptor to nurture future medical affairs professionals in their career whilst they gain hands-on experience and explore the breadth of unique opportunities within MA&OR at Organon.

# Previous RPIF PharmD Alumni



**Meriam Pulles, PharmD**  
Alumni of Fellowship Year 2023-2025



**Bijal Rana, PharmD**  
Alumni of Fellowship Year 2023-2025



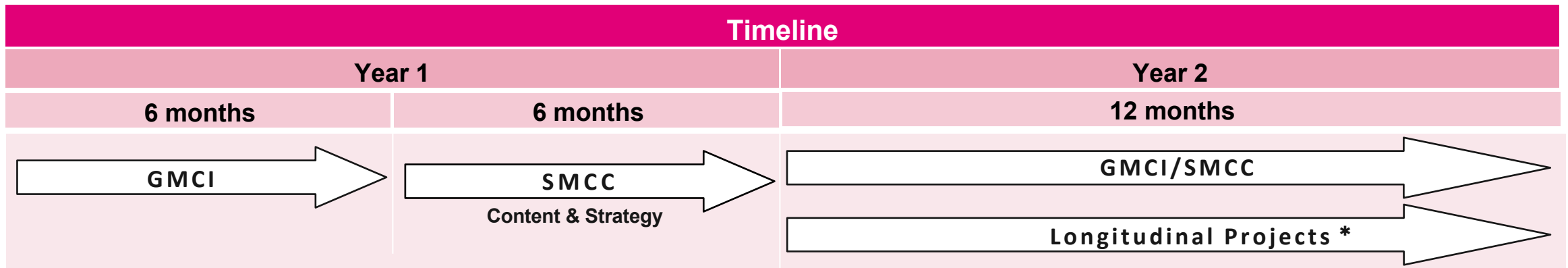
**Ashley Hu, PharmD**  
Alumni of Fellowship Year 2022-2024



**Breanna Carrillo, PharmD**  
Alumni of Fellowship Year 2022-2024

# Program Overview

We are recruiting one fellow. Throughout the two-year program, there will be a focus on **digital innovation and high-impact projects** that align with **business development opportunities**. During the first year, the fellow will experience GMCI and SMCC at six-month intervals. During the second year, fellows will have the opportunity to continue honing their skills within GMCI/SMCC along with the potential opportunity to select additional projects within Medical Affairs and Outcome Research dependent on workload and business needs. A concerted effort will be made to integrate the fellows into special projects for their **professional development** and to expose them to **multiple facets of the pharmaceutical industry**, with a focus in the Medical Affairs organization.



\*Fellow may participate in additional projects depending on their interests and professional development

# Global Medical Customer Interface Overview

## GMCI

Fellows will have the opportunity to:

- Gain access to and **experience the daily functions of GMI** which includes providing accurate, timely and unbiased responses to unsolicited Medical Information Requests (MIRs)
- **Provide medical review of promotional materials** to verify scientific accuracy of content and minimize compliance risk to the company and Scientific Exchange materials.
- **Collaborating with commercial and medical stakeholders** on sales training initiatives to determine how best to leverage and train the Global Sales Force in an ethical and compliant manner.
- **Interact cross-functionally** with many departments, including Learning and Development, Global Safety, Organon Service Center, Outcomes Research, Legal, Compliance, Local Regional Teams, Strategic Operations, and US and Global Marketing.



*"Now is an exciting time to join Organon and be part of the founder's team that is defining what it means to be a Women's Healthcare Company."  
The RPIF Fellowship program at Organon allows graduates to experience opportunities in different areas of the company, based on their interests. Fellows' unique perspectives and ideas keep our company current and at the forefront of industry standards."*

**- Diane Krawiec-Litwinko**  
Team Lead, MI, Content and Training  
Fellowship Director

# Strategic Medical Communications and Channels Overview

## SMCC

Fellows will have an opportunity to:

- Be **integrated into the SMCC team** as a strategic partner to the Women's Health, Biosimilars, and Established Brands franchises
- **Participate in strategic planning sessions** with Global Medical Therapeutic Area Leads to help develop innovative medical content and comprehensive training material that are aligned to Global Medical Affairs Plans for each respective franchise
- **Assist in the development of timely, fit-for-purpose resources** and training to support global launch activities
- **Facilitate the strategic integration of digital innovation** to communicate global medical content
- **Participate in global publication planning committees** and **support global medical congress activities**

*"As a past fellow at Organon through the RPIF program, this program was exactly the kind of immersive experience I was seeking in a fellowship—one that not only broadened my understanding of medical affairs but also equipped me with the skills, confidence, and exceptional mentorship needed to seamlessly transition into my current role at Organon. I am thrilled for the new fellow to embark on this journey and gain the same invaluable foundation and guidance!"*

- Meriam Pulles

Associate Director, Global Medical Information





# Rutgers Pharmaceutical Industry Fellowship (RPIF) Program

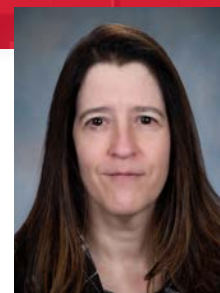
Ernest Mario School of Pharmacy (EMSOP)

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 EMSOP, Dr. Carolyn Seyss, the Executive 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 Executive Director



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

## 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 29 companies within the pharmaceutical and biopharmaceutical industry with over 300 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:

- Create the Fellowship structure, providing strategic 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)**.

Well over 1,800 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**  
Well over 1,800 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.

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 the only state school of pharmacy in New Jersey. EMSOP 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

Pharmacy Fellows for the RPIF Program are selected on a nationally competitive basis. Candidates must have completed a Doctor of Pharmacy from an ACPE-accredited institution 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 8, 2025** by visiting our website at: <https://pharmafellows.rutgers.edu/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 17th
Letter of Intent (LOI)	October 17th
Curriculum Vitae (CV)	October 17th
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





**"The RPIF Program hasn't just opened doors. It has changed the way I walk through them—more grounded in where I stand and more intentional in how I move forward. It has given me the opportunity to use my PharmD education to serve patients in new ways, shaping the conversations and decisions that impact their care. It has given me the confidence to speak up, the space to grow, and the kind of mentorship that sees your potential before you do. If you're ready to take the next step toward a career in the pharmaceutical industry, let RPIF be where your journey begins."**

Pooja Singh, PharmD,  
Global Regulatory Affairs and Global Value & Access Fellow  
RPIF Chief Fellow



**"Being a Rutgers Fellow has been such a pivotal part of my professional story, truly exceeding my expectations. This journey has transformed my leadership skills, giving me the confidence and tools I know I'll use every day. I'm grateful to be part of this community!"**

Ginika Nwokeabia, PharmD  
USMA/Medical Science Liaison - Neuroimmunology Fellow  
RPIF Chief Fellow



**"As a Rutgers Fellow, I have experienced an incredibly wide variety of opportunities through RPIF and my partner company. Through these opportunities I have learned and expanded my network more than I had ever imagined. The RPIF program encourages and facilitates all fellows growth into leaders and prepares us for our bright futures in the pharmaceutical industry."**

Olivia Violette, PharmD  
Global Medical Information Fellow  
RPIF Chief Fellow



**Aligned First Offer Date**  
December 12, 2025

The choice of a Post-Doctoral Industry Fellowship is an important decision. AIFA exists to promote a consensus first offer date for all Fellowship positions. We believe this is a positive reflection of the cultures our Programs offer, and that culture is a critical consideration in choice of Fellowship.

We hope that other academic and non-academic Fellowship Programs will NOT pressure candidates to accept offers prior to this AIFA-aligned offer date. Candidates should feel free to request an extension for any earlier offer to allow them to consider their options.