



RUTGERS

Institute for Pharmaceutical
Industry Fellowships

Pharmaceutical Industry Fellowship Program 2024

Leadership | Tradition | Motivation | Development | Dedication

SANDOZ A Novartis
Division

Welcome to Prospective Fellows from Medical Affairs

On behalf of the Medical Affairs team at Sandoz, I want to thank you for your interest in our Rutgers Pharmaceutical Industry Fellowship (RPIF) Program. Sandoz offers a distinctive opportunity for pharmacists with our 2-year fellowship programs. These programs are designed to provide Fellows with the opportunity to gain a deep understanding of the pharmaceutical industry by immersing them into experienced teams.

Sandoz is one of the leading biosimilar companies globally. Our goal is to increase access globally and bring life-saving medicine to patients. We are committed to educating healthcare professionals about the need to access biosimilar medicines, so they can improve patient outcomes.

We encourage our employees to be open-minded and collaborate across teams. We cultivate a diverse workforce that brings their talent and perspective to the team by driving innovation to explore new opportunities. As part of our program, you will have the ability to network with skilled professionals, and a strong leadership team. You will be presented with a variety of hands-on experiences in all areas within Medical Affairs that will both challenge and develop you as a professional and a future leader. We encourage our Fellows to explore their passion within the team, strive for excellence and develop tools that will empower them in their upcoming career.

I invite you to talk to our team to learn more about our program and our mentors. You will find that we can provide you with an outstanding experience and a unique opportunity to touch the lives of patients and healthcare providers. As you move forward in the recruitment process, I want to personally wish you the very best of luck as you embark on next phase of your professional career path.



Len Arsenault, Vice President,
Medical Affairs

Welcome to Prospective Fellows From Regulatory Affairs

Sandoz offers a unique opportunity to incoming fellows. In our combined 21 years with Sandoz, we have had the incredible opportunity to work on a wide array of filing types. We are a global leader in both Abbreviated New Drug Applications and Biologics License Applications, which has resulted in strong positions in both Generics and the emerging area of Biosimilars. In addition, Sandoz has a number of 505(b)(2) and 505(b)(1) New Drug Applications.

As a global leader in generic pharmaceuticals and biosimilars, our purpose is to identify new ways of improving and extending lives. We work with patients, physicians and healthcare professionals to explore continuous lifecycle improvements for pharmaceutical products, which will lead to greater access through new and innovative filings and patient compliance.

The unique and broad background of a Pharm.D. is highly valued in the pharmaceutical industry, and especially at Sandoz. The experience you bring will help us to meet our ambitious goals. In exchange, Sandoz provides mentorship, development and an array of growth opportunities for fellows, not only during their time in the program, but throughout their career. Our successful fellowship program has provided numerous opportunities to learn, develop, collaborate and contribute to the pharmaceutical development process.

I am excited to learn more about your interest in Sandoz and believe that we can truly offer a unique opportunity for our fellows. Best of luck to you through the application and interview process.



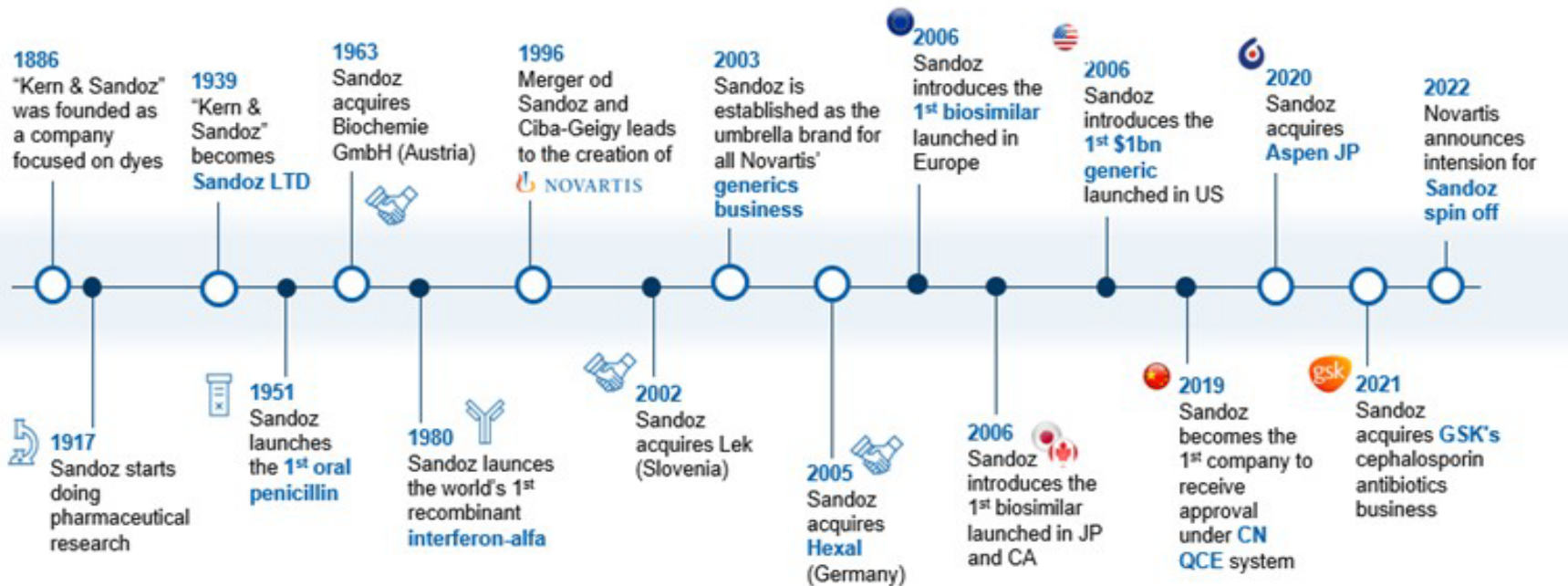
Anthony Maffia, Vice President,
Sandoz Regulatory Affairs North America

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We have a long and strong global brand heritage, and a history of firsts



Our Sandoz Values

Our culture is **founded on integrity and inclusion**, with the intention that we can all be at our best. When we feel that we belong, we can make our greatest contribution.



**Team up to
break barriers.**

Work together
to drive access.



**Be as ambitious
as our purpose.**

Be bold to make change
happen.



**Lead by
example.**

Commit to making
a difference.



**Open minds
open doors.**

Create new opportunities.



Sandoz is also a committed global leader in generic oncology medicines



Leading portfolio

>50 critical medications including many on WHO Essential Medicines list (antineoplastics, endocrine therapies, hormone antagonists, anti-estrogens)

Core offering in cytotoxins, increasingly expanding into targeted therapies



Global reach

Products reach patients in **nearly 100 countries**

Focus on driving access also in LMICs



Focused on the future

New production facility in Kalwe, India to meet growing demand for generic oral anti-cancer agents

Committed to long-term success in off-patent oncology space

Sandoz Company Profile



At Sandoz we focus on improving access to medicines, access to medical information and access to medical capacity building.



We recognize the importance of patients and caregivers understanding what they expect from us.



Sandoz offers a broad portfolio covering all major therapeutic areas, resulting in substantial savings and improved access to healthcare for patients.

Financial

9.1 bn USD
2022

Reported sales

0.8 bn USD
2022

Free cash flow

Future Outlook

3 bn USD

Potential net sales over next 5 years

Company Initiatives



- Sandoz is committed to playing a key role in achieving global healthcare goals, by pioneering new approaches to drive increased access world-wide. Increasing access to medicine is the basis of our day-to-day business model, but we also run a range of targeted programs to ensure access for those most in need
- As the pioneer and a global leader in biosimilars and the first to bring a biosimilar medicine to the US, Sandoz is committed to increasing access for patients by bringing high-quality, more affordable, potentially lifechanging biologic treatments to market

Culture and Inclusion



At Sandoz, everyone is welcome

Our culture, founded on integrity and inclusion, makes Sandoz a great place to work and defines how we deliver our strategy to fulfill our purpose. We believe that belonging and collaboration are essential for us to make the greatest contributions that impact our organization, patients, and society. We are committed:

- To building a diverse workforce
- To promoting an inclusive equitable culture and fostering a sense of belonging

We encourage our associates and leaders to take full advantage of opportunities to engage, connect and learn from each other.

- **Global Diversity, Equity & Inclusion Council** - A diverse segment of appointed associates who support our strategic priorities at a unit, departmental or regional level.
- **Communities of Belonging** - Grassroot independent communities driven by inspired associates who support our strategic priorities globally and locally.
 - African Ancestry & Cultural Exchange (AACE)
 - Chinese Culture Community (CCC)
 - Women in Leadership (WIL)
 - Hispanic Latino Network (HLN)
 - Military Affinity Group (MAG)
 - Network Indian Cultural Exchange (NICE)
 - PRIDE
 - Working Parent's Connection (iParent)
- **Equity Initiatives** - A public commitment to upholding practices and standards that promote transparent policies, systems, programs and services that champion gender, pay, LGBTQ+, racial and ethnic equity as well as disability inclusion.
- **Programming & Personal Development** - To broaden understanding of diversity, equity and inclusion, deepen cultural awareness and foster engagement, we host book clubs, networking events, community service activities, guest speakers and cultural awareness months annually. Training, developmental workshops and inclusive leaders sessions also provide associates and leaders with the skillsets, competencies and resources they need to model inclusion and lead effectively.

Sandoz Biosimilar US Portfolio

 **ZARXIO**[®]
(filgrastim-sndz)

 **ZIEXTENZO**[®]
(pegfilgrastim-bmez)


Hyrimoz[®]
adalimumab-adaz

 **Omnitrope**[®]
(somatropin) injection

Glatopa[®]
(glatiramer acetate injection)
20mg/mL • 40mg/mL

Sandoz Fellowship Program

Our Program



At Sandoz our work is focused on improving access to medicines, medical information and medical capacity building. Our program is designed to prepare our fellows for careers in the pharmaceutical industry with resources that include training and mentoring so they gain an in-depth knowledge of our products and business to deliver quality work.

In this 2 year fellowship, the first year is dedicated to one department that is described in the brochure. In the second year of the fellowship program, the fellows have the option to remain in the same department or to transfer to another group for a few months to gain a varied perspective on the business and obtain new skills. Fellows are provided the opportunity to attend seminars and workshops to develop professional skills such as time management, negotiation abilities, presentation skills, leadership and project management capabilities. Opportunities for internal training and attendance at medical and professional conferences are also available. Additionally, the program is designed to foster cross functional collaboration and teamwork to advance their understanding of the business in totality.

We are a global leader in generic and biosimilar medicines, committed to playing a leading role in driving access to medicine worldwide. Our program is an incredible development opportunity where fellows can learn how to build and leverage their skills, and to contribute to society's ability to support growing healthcare needs.

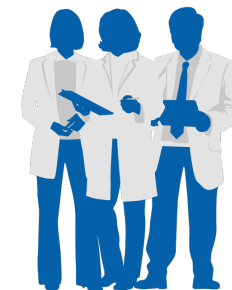


Here at Sandoz, we see our people as our greatest strength and the driving force that will shape our future and impact on millions of lives!

Objectives

During the two-year program at Sandoz, the fellow will:

- Gain a comprehensive overview of key areas within the pharmaceutical industry through practical insights and experiences.
- Expand clinical knowledge through participation in both industrial and academic programs.
- Promote the role and value of a clinically trained pharmacist within the pharmaceutical industry.
- Actively participate in specific areas of industry and academia through direct involvement in various projects and assignments.
- Become highly marketable for employment opportunities within the pharmaceutical industry.



Experience Innovation
Valuable Leadership
Cross functional Teamwork
Mentorship Feedback
Collaboration Flexibility
Networking

2024-2026 Sandoz Fellowship Program Leadership – Medical Affairs

“The Sandoz PharmD Fellowship will provide a robust foundation in all overarching areas of Medical Affairs to train, inform and enable the Fellow to clearly determine their potential career path.”

Kirtida Pandya

- Executive Director, Medical Services and Operations, Sandoz
- BS, Pharmacy & Pharm.D., Ernest Mario School of Pharmacy, Rutgers University
- MS, Healthcare Management, College of Saint Elizabeth



Medical Affairs Preceptors



Suzette Thomas,
PharmD



Krupali Patel,
PharmD



Sidra Kazmi,
PharmD



Mariam Barsoum,
PharmD

Sandoz Medical Affairs

Recruiting 1 fellow

The various roles within Medical Affairs, Field Medical and Medical Services & Operations work collaboratively together to provide an educational communication platform for HCPs. This two-year fellowship within Sandoz Medical Affairs provides an opportunity to learn the fundamental role of a Medical Science Liaison and various areas within the Medical Services & Operations.

Medical Services & Operations

- Responsible for supporting key Medical services such as Medical Information, Medical Education, IITs, Medical Sponsorships, Managed Access Programs, and Medical Communications as well as Medical Governance and Operations.
- Help develop medical information standard response letters to frequently asked questions and shadow the real-time medical information process.
- Participate in medical reviews for promotional and non-promotional materials and launch planning.
- Support the needs assessment and knowledge gaps for HCPS and the process for reviewing and approving independent medical education grants.
- Participate in Medical Affairs strategic and tactical planning and join the medical directors at key workshops and meetings for upcoming product launches.
- Understand how Federal and State policies impact legislation and regulations that improve patient access to affordable medications.
- Support data generation activities alongside the HEOR/RWE team.

Sandoz Field Medical

Sandoz Field Medical is responsible for interactions with healthcare professionals providing scientific and clinical education regarding biosimilars and other Sandoz products.

- Develop relationships with HCPs (academic and non-academic physicians, nurse practitioners, registered nurses and physician assistants) to ensure that there is access to current medical and scientific information.
- Shadow both with MSL team and Medical Market Access and Strategic Alliance team, with attendance at national and regional meetings, participation in national and regional teleconferences.
- Development of KOL engagement strategy.
- Support compendium and guideline submission
- Lead and participate in projects and/or special initiatives.
- Capture and interpret customer insights to inform medical strategy.
- Learn the basic principles of content development for Biosimilars and Generics as needed for Field Medical

First Year Fellow

“The mission of Sandoz spoke to my values as a healthcare provider and my desire to ensure all patients can receive equitable, quality care. With the dynamic, agile nature of the medical affairs team I will have the opportunity to grow as a professional through a wealth of experiences in supporting various critical functions and projects. I have already developed a wonderful network of mentors and team members that are actively engaged and committed to my success both within the program and my future in the pharmaceutical industry.”

Gina Nadraws, PharmD

Medical Affairs

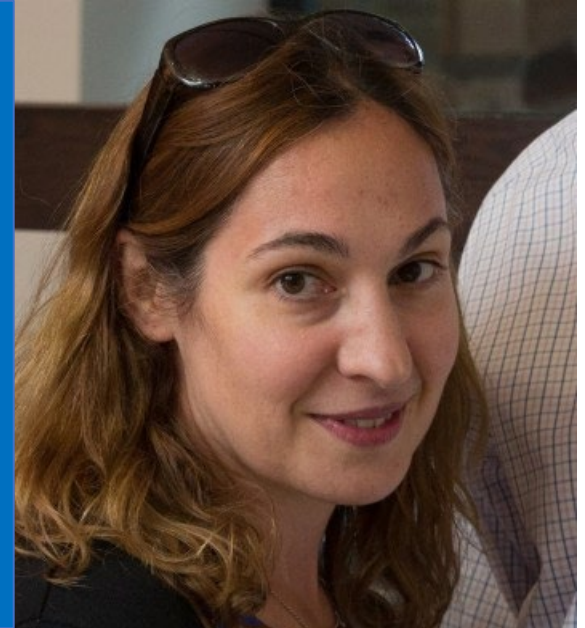


2024-2026 Sandoz Fellowship Program Leadership - Regulatory

"The Sandoz PharmD Fellowship will provide a robust foundation in Global Regulatory Affairs in the biosimilar field and will provide an understanding of the strategic and operational components in Global Regulatory Affairs development which will provide the fellow with expansive knowledge of the Regulatory field and empower them in their future career."

Linda Staikos, PhD

- *Executive Director, Global Therapeutic Area Lead, Sandoz*
- *PhD Molecular Biology, Seton Hall University*
- *MS/BS Biology, Villanova University*



Regulatory Affairs

Recruiting 2 fellows:
1 Global, 1 US

Regulatory Affairs Strategy

- Serve as the primary liaison between Sandoz and the Health Authorities worldwide (e.g., US Food and Drug Administration) for regulatory activities and submissions.
- Provide strategic input and tactical support to expedite the submission and regulatory approval of biosimilar medicines.
- Submit and maintain regulatory applications (e.g., Investigational New Drugs [INDs], Clinical Trial Applications [CTAs], 351(k) Biologics License Applications [BLAs] and Marketing Authorization Applications [MAAs]).
- Provides strategic regulatory science input into development programs (from early programs until approval) in key biosimilar areas such as oncology, immunology, neurology, etc.



Second Year Fellow

“As a fellow at Sandoz, my preceptor provides a challenging and supportive environment to develop my Regulatory knowledge and expand my professional leadership skills. Through integration into the Regulatory team, I have been able to work in key projects and learn about unique regulatory considerations.”

Katie Petscavage, PharmD

**Global Regulatory Affairs
Strategy Biosimilars**



Medical Affairs / Regulatory Advertising and Promotional Review

Recruiting 1 fellow

This Fellowship will provide a unique experience with a focus on promotional and non-promotional review in both Medical Affairs and Regulatory Affairs

Medical Affairs (Year 1)

- Responsible for supporting key Medical services such as Medical Information, Medical Education, IITs, Medical Sponsorships, Managed Access Programs and Medical Communications as well as Medical Governance and Operations.
- Focus on medical review of promotional and non-promotional materials and launch planning.
- Gain a deep understanding of clinical studies and statistical analysis to assess the use of this data in promotional materials and medical response documents.
- Develop medical information standard response letters and frequently asked questions.
- Participate in Medical Affairs strategic and tactical planning and join medical directors at key workshops and meetings for upcoming product launches.
- Understand how the Federal and State policies impact legislation and regulations that improve patient access to affordable medication.
- Support data generation activities alongside the HEOR/RWE team.

Regulatory Advertising & Promotional Review (Year 2)

- Focus on FDA regulations that guide the pharmaceutical industry when developing promotional materials.
- Read and develop proficiency on the FDA warning letters to gain historical knowledge of FDA enforcement on promotional materials.
- Understand the process required by FDA for 2253 submission of promotional materials.
- Gain in depth understanding of how to ensure promotional materials are consistent with the approved FDA labeling.
- Collaborate with Medical, Legal and Commercial teams to provide Regulatory insights on commercial and medical materials.
- Learn to provide strategic solutions and critically analyze options that will result in meeting the business needs.



Rutgers Pharmaceutical Industry Fellowship Program

Ernest Mario School of Pharmacy
Rutgers, The State University of New Jersey



Joseph A. Barone,
Pharm.D., F.C.C.P.
Dean and Professor II
Ernest Mario School of
Pharmacy
Rutgers University



Carolyn Seyss,
Pharm.D., RUCIF
Fellowship Director
Institute for Pharmaceutical Industry
Fellowships
Ernest Mario School of Pharmacy



Michael Toscani,
Pharm.D.
Research Professor,
Fellowship Director Emeritus
Institute for Pharmaceutical
Industry Fellowships

Program History

In 1984, at Rutgers, The State University of New Jersey, the Ernest Mario School of Pharmacy and two 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 Rutgers Pharmaceutical Industry Fellowship (RPIF) Program grew significantly and expanded to include 27 companies within the pharmaceutical and biopharmaceutical industry and approximately 350 Fellows.

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, scholarly activity, and professional development
- arrange specialized Fellowship training opportunities within the pharmaceutical and biopharmaceutical industry.

In 2018, our Program 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, Dr. Carolyn Seyss, the Director for the Institute for Pharmaceutical Industry Fellowships, and Dr. Michael Toscani as the Director Emeritus.

The RPIF Program Certificate is now associated with special credentials so our alumni can now proudly identify themselves as **RUCIF (Rutgers University Certified Industry Fellow)**. Well over 1,500 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.



Connect with us on social
media: @RutgersFellow



Key Program Features

The Rutgers Pharmaceutical Industry Fellowship Program **FOSTERs** the growth and development of future pharmaceutical and biopharmaceutical industry professionals and leaders through key program features:

F

Family of Leading Companies – Partners include several of the top global pharmaceutical and biopharmaceutical companies and offer large to small company environments.

O

Outstanding Alumni Track Record – Well over 1,500 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 for pharmacists as 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.

Rutgers, The State University of New Jersey, with over 67,000 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 \(EMSOP\)](#) is part of Rutgers Biomedical and Health Sciences (RBHS), the only state school of pharmacy in New Jersey, with approximately 1,350 students in its Doctor of Pharmacy degree program. The Rutgers EMSOP is located on the University's main science and technology campus in Piscataway, New Jersey. Because of its relationship with and close proximity to most of the nation's leading pharmaceutical and biopharmaceutical companies, the EMSOP and the RPIF Program are uniquely capable of providing Fellows with advanced training in the pharmaceutical and biopharmaceutical 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 partner 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. The dynamic forum of PDD 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, 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.



Connect with us on social
media: @RutgersFellow



Application Process and Eligibility Requirements:

Pharmacy 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.

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 6, 2023 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.

Your Letter of Intent & Letters of Recommendation should be addressed 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

Alliance of Industry Fellowship Associates Fellowship Offers

Recognizing that the choice of a Post-Doctoral Industry Fellowship is an important decision, AIFA exists to promote a common aspect of each of our program's cultures by supporting a consensus first offer date of December 13, 2023 for all fellowship candidates.

We hope that other academic and non-academic Fellowship Programs will respect this timeline to allow for best program fit for candidates.

Required Items	Submit by
Application with short-answer questions	October 13th
Letter of Intent (LOI)	October 13th
Curriculum Vitae (CV)	October 13th
Letters of Recommendation (LORs)	December 1st



AIFA

Alliance of Industry Fellowship Associates

