

# Novo Nordisk Inc.

2010 Industry Practice Postdoctoral Pharm.D.  
Fellowship Programs





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## Company Overview

### *About Novo Nordisk*

Located in Princeton, NJ, our North American business, Novo Nordisk Inc., has approximately 4,000 employees nationwide handling sales, marketing, managed care, trade, and government activities. A world leader in diabetes care, Novo Nordisk has its headquarters in Denmark, employing approximately 27,000 employees in 81 countries and marketing its products in 180 countries. In addition, Novo Nordisk has a leading position within areas such as hemostasis management, growth hormone therapy, and hormone replacement therapy.

### *My Company Culture*

*"A job here is never just a job."*

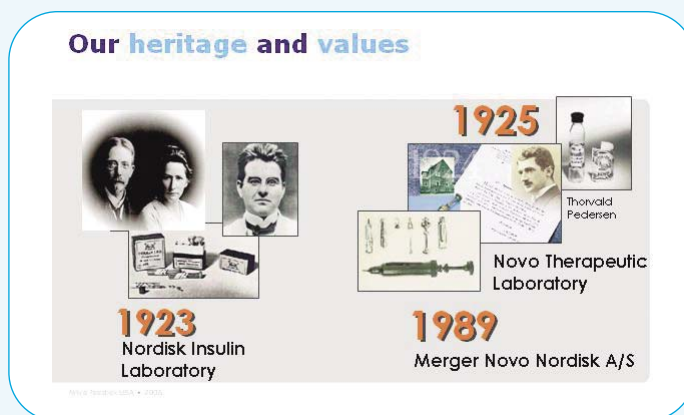
The *My Company Culture* is a culture of high and continuously improving performance with talented and accessible leaders at all levels. It is a diverse and inclusive environment where employees are respected, valued, and engaged to deliver.

We are committed to being there for our customers whenever they need us. We will be innovative and effective in everything we do. We will attract and retain the best people by making our company a challenging place to work.

We're also proud of our adherence to the Triple Bottom Line – a measure of our commitment to social and environmental responsibility, as well as a policy that helps us attract and keep the very best people.

## The History of Novo Nordisk

Behind the Novo Nordisk we know today lies an exciting story that goes back more than 75 years. The story is about two small Danish firms set up in Copenhagen in the 1920s – Nordisk Insulin Laboratorium and Novo Terapeutisk Laboratorium – which began producing a new, revolutionary medical preparation, insulin, that had just been discovered by two Canadian scientists.



## Our Vision

*We will be the world's leading diabetes care company.*

Our aspiration is to defeat diabetes by finding better methods of diabetes prevention, detection, and treatment. We will work actively to promote collaboration between all parties in the healthcare system in order to achieve our common goals.

*We will offer products and services in other therapeutic areas where we can make a difference.*

Our research will lead to the discovery of new, innovative products also outside diabetes. We will develop and market such products ourselves whenever we can do it, as well as or better than others.

*Our values are expressed in all our actions.*

Decency is what counts. Every day we strive to find the right balance between compassion and competitiveness, the short and the long term, self and commitment to colleagues and society, work and family life.

## Multidisciplinary Fellowship Program

Established in 2005, the Novo Nordisk Multidisciplinary Pharm.D. Fellowship Program provides pharmacy professionals with hands-on experience in various functional areas in the pharmaceutical industry. During this unique 24-month program, the Industry Practice Fellow will gain 6 months of experience in Drug Information and 6 months in Market Shaping. During the second year of the program, the fellow will spend time in other functional areas within Novo Nordisk Inc. Based upon personal interest and business needs, the fellow will be assigned to additional rotations in two of the following departments: Diabetes Medical and Scientific Affairs, BioPharmaceuticals Medical and Scientific Affairs, Professional Education Services, or Regulatory Affairs.

The intent of the program is to provide fellows with the skills needed to pursue a career within the pharmaceutical industry, where their education and experience can make a significant contribution to satisfying customer needs and achieving company goals.

The Fellow will report to the Olga Esterzon Pharm.D. throughout the 24-month program and will also have a reporting relationship with a manager in the respective functional areas during each 6-month rotation. The Fellow's goals will be set at the beginning of each rotation and performance reviews will be conducted at the conclusion of each rotation. At the end of the program, the Fellow will be issued a certificate of completion.

### **Contact Information**

For additional information, contact us at [nnpipharm.d.residency@novonordisk.com](mailto:nnpipharm.d.residency@novonordisk.com).

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## *Drug Information*

The Drug Information (DI) Group is dedicated to providing Novo Nordisk customers with accurate, fair-balanced, and current medical information about our products and related disease states. Requested information is provided to healthcare professionals, consumers, and managed care organizations.

The DI Scientists are assigned to specific therapeutic areas, but are cross-trained to respond to questions about all Novo Nordisk products. They are members of project teams, extended brand teams, and ad hoc task forces. The DI Group provides training and support to sales representatives, scientific liaisons, and other internal colleagues. DI Scientists assist in the review of continuing education programs, promotional materials, and product labeling.

### *Rotation Objectives*

- Understand the role and responsibilities of a Drug Information Scientist in the pharmaceutical industry
- Provide accurate, fair-balanced, and current medical and technical information regarding Novo Nordisk products to healthcare professionals, consumers, and managed care organizations
- Respond to inquiries in both verbal and written formats and tailor responses to the target audience
- Update or create standard DI letters and perform literature searches to stay current on the latest scientific information
- Complete and present a "Fellowship Project" poster during the annual Drug Information Association Conference
- Attend relevant scientific meetings

## *Diabetes Market Shaping*

The Diabetes Marketing Team at Novo Nordisk drives leaderships by developing and implementing innovative programs, with a focus on the customer. The department is comprised of approximately 50 professionals, and the customer-centric team approach includes endocrinologist/specialty marketing, primary care marketing, market shaping, and marketing effectiveness. These teams work very closely together to ensure they meet the needs of the specific customers while helping to increase market shares.

This rotation will be based in the Market Shaping Team, whose mission is to shape the market by using cutting-edge scientific information, life cycle management, and core brand messages to augment portfolio sales. Market Shaping Partners with key opinion leaders to drive advocacy, publications, and promotional medical education for healthcare professionals.

### *Rotation Objectives*

- Understand the role and responsibilities of Diabetes Brand Marketing and Market Shaping
- Gain marketing skills through developing and executing effective promotional market shaping programs directed towards our customers
- Participate in the brand planning process and help develop market shaping concepts
- Manage cross-functional projects and task forces that may involve Medical, Regulatory, Publications, Sales, Strategic Business Development, and other functional areas
- Understand the various data sources in the pharmaceutical industry and use of data within the Marketing Department with respect to Market Shaping
- Understand the role of the Promotional Review Board (PRB) in relation to marketing

## *Medical and Scientific Affairs*

The Medical and Scientific Affairs (MSA) group is made up of a diverse team of healthcare professionals who provide evidence-based solutions to patient care challenges of strategic importance to Novo Nordisk. The MSA team is committed to supporting our current and future products in a collaborative environment that integrates education, research, and clinical leadership. They serve as a conduit between healthcare professionals and Novo Nordisk in providing information and education on the company's products and uses.

### *Rotation Objectives*

- Understand the role and responsibilities of a Medical and Scientific Affairs professional at Novo Nordisk
- Develop the skills needed to provide accurate, fair-balanced, and current medical and technical information about Novo Nordisk products to healthcare professionals, key institutions, managed care organizations, and the broader medical and academic community
- Provide scientific and clinical support for marketed products and products in development, as requested and appropriate to internal and external customers
- Understand laws and regulations governing the activities of field medical employees
- Participate in product training for sales representatives and in-house colleagues
- Participate in speaker training and/or advisory board meetings
- Attend relevant scientific meetings
- Participate in regional or national special projects

## *Professional Education Services*

The Professional Education Services (PES) Group consists of dedicated professionals, who reinforce Novo Nordisk's vision of 'Changing Diabetes' by supporting fair-balanced and scientifically sound independent medical education programs that meet the needs of healthcare professionals (HCPs). Medical education is available to HCPs in a variety of forms, such as live meetings and web-based printed activities. These education programs will keep HCPs updated on new information and maintain their continuing education credits. The mission of the group is to fund grants for independent medical education programs that enhance the knowledge of HCPs and enable them to provide the optimal level of care to their patients.

### *Rotation Objectives*

- Understand the role and responsibilities of the PES team in the pharmaceutical industry environment
- Gain an understanding of industry regulations pertaining to continuing education and ensure that all programs are funded and executed in compliance with these guidelines
- Review, track, manage, and monitor medical education programs
- Participate in the review and evaluation of proposals and grant requests submitted by various medical education companies and accredited providers
- Conduct reviews of needs assessments, educational objectives, and program content in submitted proposals
- Interact with medical education partners to ensure successful implementation of programs
- Assist with the medical accuracy review of appropriate enduring materials, such as Web-based programs, monographs, and journal supplements after they have been presented to HCPs

## *Regulatory Affairs/Strategic Management and Regulatory Tools*

Regulatory Affairs is a team of professionals dedicated to providing regulatory expertise, leadership, and support for Novo Nordisk's developmental and commercial programs. As the front line of regulatory approval, this team provides customer-focused leadership with federal and local regulatory authorities that foster a positive environment for expediting product approvals. They direct negotiations and interactions with regulatory agencies and develop strategies to achieve business goals while assuring regulatory compliance. As a part of Regulatory Affairs, the Strategic Management and Regulatory Tools (SMART) group handles business processes, regulatory intelligence, labeling, and training to ensure compliance and rapid responses to changes in the regulatory arena. The fellow will acquire a better understanding of the dynamics of the drug development process by being involved in various functions of the Regulatory Affairs/Strategic Management and Regulatory Tools Department.

### *Rotation Objectives*

- Review and compile FDA submissions for INDs, NDAs, and BLAs to government agencies in support of investigational and marketed products
- Work with team members to prepare Chemistry, Manufacturing, and Controls submissions, nonclinical information, clinical protocols, study reports, and investigator brochures for submission to the FDA; review FDA guidance to ensure that these documents meet the current requirements
- Assist with labeling strategy and product label development
- Provide support to the SMART group in monitoring regulatory intelligence from the FDA and various news sources and relaying this information to relevant personnel throughout the company

## Medical and Scientific Affairs Fellowship

Established in 2009, the Medical and Scientific Affairs (MSA) Postdoctoral Fellowship Program is a one-year, experiential program based in Princeton, New Jersey. The Fellow is placed in the MSA Department and has continuous contact with the other functional areas allowing for a broad, "hands-on" experience in the industry. Specifically, 90% of Fellow time will be allocated to completing internal MSA projects, representing MSA interests on cross-functional teams and completing external customer visits. The remaining 10% of Fellow time will be spent completing a drug development and commercialization training program. The Fellow will gain the skills needed to pursue a career within the pharmaceutical industry where their education and experience can make a significant contribution to satisfying customer needs and achieving company goals.

The MSA Team is made up of a diverse group of healthcare professionals who provide evidence-based solutions to patient care challenges of strategic importance to Novo Nordisk. The MSA Team is committed to supporting our current and future products in a collaborative environment that integrates education, research and clinical leadership. They serve as a conduit between healthcare professionals and Novo Nordisk in providing information and education on the company's products and uses.

Additional key internal relationships include the MSA Leadership Team, Medical Communications, Sales Training, In-house Clinicians, Clinical Trial Operations, Brand Marketing and Market Shaping.

### **Contact Information**

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#### Objectives

- Gain an understanding of the role and responsibilities of the MSA Department; Develop competencies in responding to inquiries in both verbal and written forms, and tailoring responses to the target audience
- Create, review, update and archive all MSA slide libraries, MSA clinical reading binders, new hire material, product-specific key studies and other material for use by the MSA Team and other medical professionals within Novo Nordisk
- Participate in product training for MSA, sales representative and in-house colleagues
- Assist in the preparation and implementation of MSA scientific training initiatives. This includes new hire scientific training, ongoing scientific training and other initiatives to ensure that MSA Team members have the most current medical and scientific information and "best in class" clinical support
- Provide support to Field Medical team as assigned; Attend relevant scientific conventions as assigned and participate in speaker training and/or advisory board meetings
- Complete a Medical and Scientific Affairs Fellow Project for external presentation (ASHP, DIA etc)
- Complete drug development and commercialization training program



## Current Multidisciplinary Fellows

### *First-year Fellows*



The **Multidisciplinary** Pharm.D. Industry Practice Fellowship offers pharmacy graduates an exciting opportunity to gain valuable industry experience in four functional areas over the course of 2 years. Novo Nordisk fellows are fully integrated into each rotation department and are given meaningful projects with the chance to collaborate with colleagues throughout the company. I am certain that Novo Nordisk's fellowship program will provide excellent preparation for any direction my future career may take."

**Lisa Bonk, Pharm.D., 2009-2011 Fellow**



"This 2-year program at Novo Nordisk will provide me with a unique opportunity to utilize my training as a pharmacist to transition into an exciting career in the pharmaceutical industry. This multidisciplinary program will allow me to explore various roles and make an informed decision regarding my career path. I look forward to the personal and professional growth I will experience over the next 2 years, and am confident that this program will provide a strong foundation for future endeavors."

**Madhuri Kothari, Pharm.D., 2009-2011 Fellow**

## Alumni



"When I chose Novo Nordisk to do my Fellowship, I was excited to be a part of a unique health care company that was invested in my professional growth and development. The company's focus on social responsibility through initiatives such as "Changing Diabetes" was consistent with my desire to fulfill my obligations as a health care professional. The opportunity to become integrated into various departments throughout the program broadened my abilities and knowledge base, while I was forming valuable relationships with my colleagues. After completing the program, I have accepted a position in Drug Information. I am confident that the training and skills I acquired in the fellowship program have prepared me well for succeeding in my career."

**Catherine Nojiri, Pharm.D., 2008-2010 Alumna**  
**Drug Information Scientist**  
**Medical Communications, Novo Nordisk Inc.**



"The unique Post-Doctoral [Multidisciplinary](#) Fellowship Program provided a great opportunity to collaborate with professionals in various departments with various educational backgrounds. As I rotated through Drug Information and Regulatory Affairs, I was able to build a strong foundation for a career path in the pharmaceutical industry by integrating myself into these teams and providing cross-functional support. The program continuously challenged me to develop myself, both professionally and personally. I have accepted a position in Drug Information at Novo Nordisk, where I know the skills and knowledge gained from the program will be valuable and helped me build confidence for a successful career."

**Chandni Patel, Pharm.D., 2008-2010 Alumna**  
**Drug Information Scientist**  
**Medical Communications, Novo Nordisk Inc.**

## Alumni

"The professional and personal growth I experienced during this program has enabled me to pursue my career goals in the pharmaceutical industry. As I worked in various departments, I had the unique opportunity to develop a broad skill set and collaborate cross-functionally. Being part of a company that is so passionate, committed, and innovative has made my experience exceptional."

**Maria Cho, Pharm.D., 2007-2009 Alumnus**  
**Consultant, Market Shaping**  
**Diabetes Brand Marketing, Novo Nordisk Inc.**

"The fellowship program allowed me to gain in-depth knowledge of various business units within Novo Nordisk. It was highly rewarding to be an integral member of a team and work on key projects while collaborating across departments such as Drug Information, Medical Education, Regulatory Affairs, Medical Writing and Marketing."

**Dhara Seth, Pharm.D., 2007-2009 Alumnus**  
**Consultant, MSA Science**  
**Medical Communications, Novo Nodisk Inc.**



Drs. Seth and Cho present their project results at the Fellows' Poster Session, DIA Medical Communications Workshop, Orlando, FL, March 2008

## Alumni

"This innovative, multidisciplinary program provides a unique opportunity to gain experience in various departments and collaborate with talented colleagues across the organization. I have been fortunate to complete the program and obtain skills and competencies through my rotations in Drug Information, Growth Hormone Brand Marketing, Regulatory Affairs: Therapeutic Area and Product Safety, and Professional Education Services. I was continuously challenged and encouraged by my mentors for the benefit of my professional development. By the end of the program, I found a position within the company that is a great fit for me and aligns with my career objectives."

**Soo Mi Ahn, Pharm.D., 2006-2008 Alumnus**  
**Associate Manager, Continuing Education**  
**Professional Education Services, Novo**  
**Nordisk Inc.**

"The Industry Practice Fellowship Program at Novo Nordisk can best be described in three words: Challenging, Innovative, and Unique. As a Novo Nordisk Industry Practice Fellow in the Regulatory Affairs Department, I have gained direct experience from various product managers and project teams. My experience in the last few months has ranged from FDA submissions to chemistry, manufacturing, and controls process training. This unique program allows fellows to explore various facets of the industry to discover their niche."

**Ben Echeazu, Pharm.D., 2006-2008 Alumnus**

"The program introduces recent Pharm.D. graduates to a real-world understanding of the pharmaceutical industry, and is a great way to collaborate cross-functionally. I accepted a position in the Drug Information Department based on the admirable group of people, the positive atmosphere, and the capability to participate in diverse projects, which allow me to work with regulatory, legal, sales, and marketing teams.

**Sabrina Lo, Pharm.D., 2005-2007 Alumnus**  
**Drug Information Scientist**  
**Medical Communications, Novo Nordisk Inc.**

"Novo Nordisk's Fellowship Program keeps in accordance with its core values, allowing its fellows the opportunities to be truly ambitious and accountable. The 2-year program has allowed me to obtain a detailed understanding of the various departments and how they work in unison to fulfill their various functions, whether it is in Drug Information, Regulatory Affairs, Product Safety, Continuing Education, or Medical Affairs, with the added flexibility to pursue areas that are of further interest to me."

**Jimmy George, Pharm.D., 2005-2007**  
**Alumnus**





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