



novonordisk®
industry practice
fellowship

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company overview

who we are

We are a global healthcare company, founded in 1923 and headquartered just outside Copenhagen, Denmark.

Our purpose is to drive change to defeat diabetes and other serious chronic diseases such as obesity, and rare blood and rare endocrine diseases.

We do so by pioneering scientific breakthroughs, expanding access to our medicines and working to prevent and ultimately cure the diseases we treat.

We employ more than 43,000 people in 80 offices around the world, and market our products in 170 countries.



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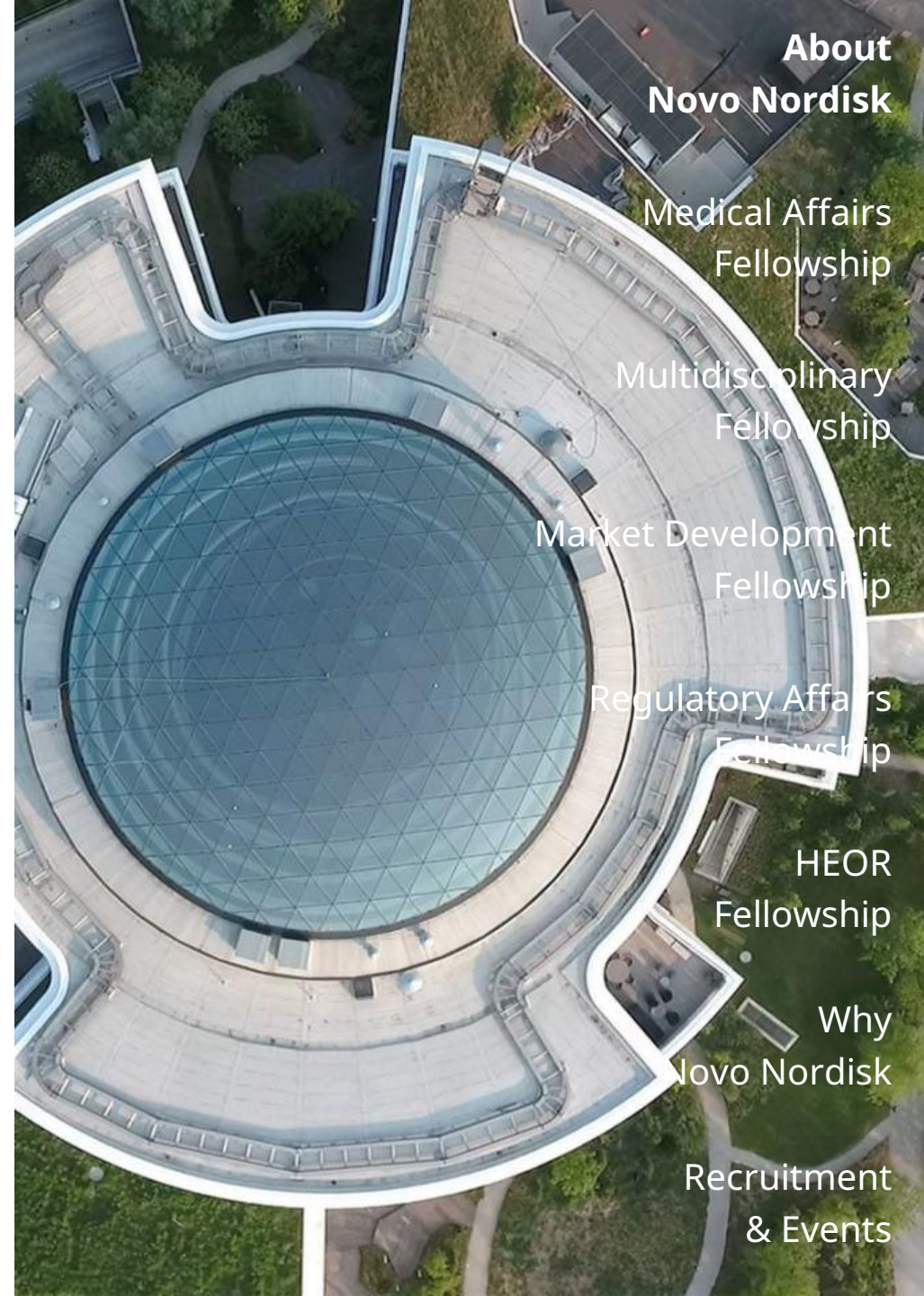
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what we do

Discovering, developing, delivering. For almost 100 years, we have been translating the unmet medical needs of people living with a serious chronic disease into innovative medicines and delivery systems, like our insulin pens.

Our treatments today are benefiting millions of people living with diabetes, obesity, and rare blood and endocrine diseases.

From our labs to our factory floors, we are discovering and developing innovative biological medicines and making them accessible to patients throughout the world.



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medical affairs fellowship

one-year program

Established in 2010, the Medical Affairs Fellowship is a one-year, experiential program based in Plainsboro, New Jersey. Through this program, our Fellows have the opportunity to make an impact in the areas of diabetes, obesity, rare blood and endocrine diseases, as well as for the patients living with these illnesses every day. Creating the safest, most effective products is essential to improved prevention, detection and treatment management.

Our Fellows are an essential part of our Medical Affairs team, whose members are positioned throughout the organization to provide evidence-based solutions to patient care challenges.

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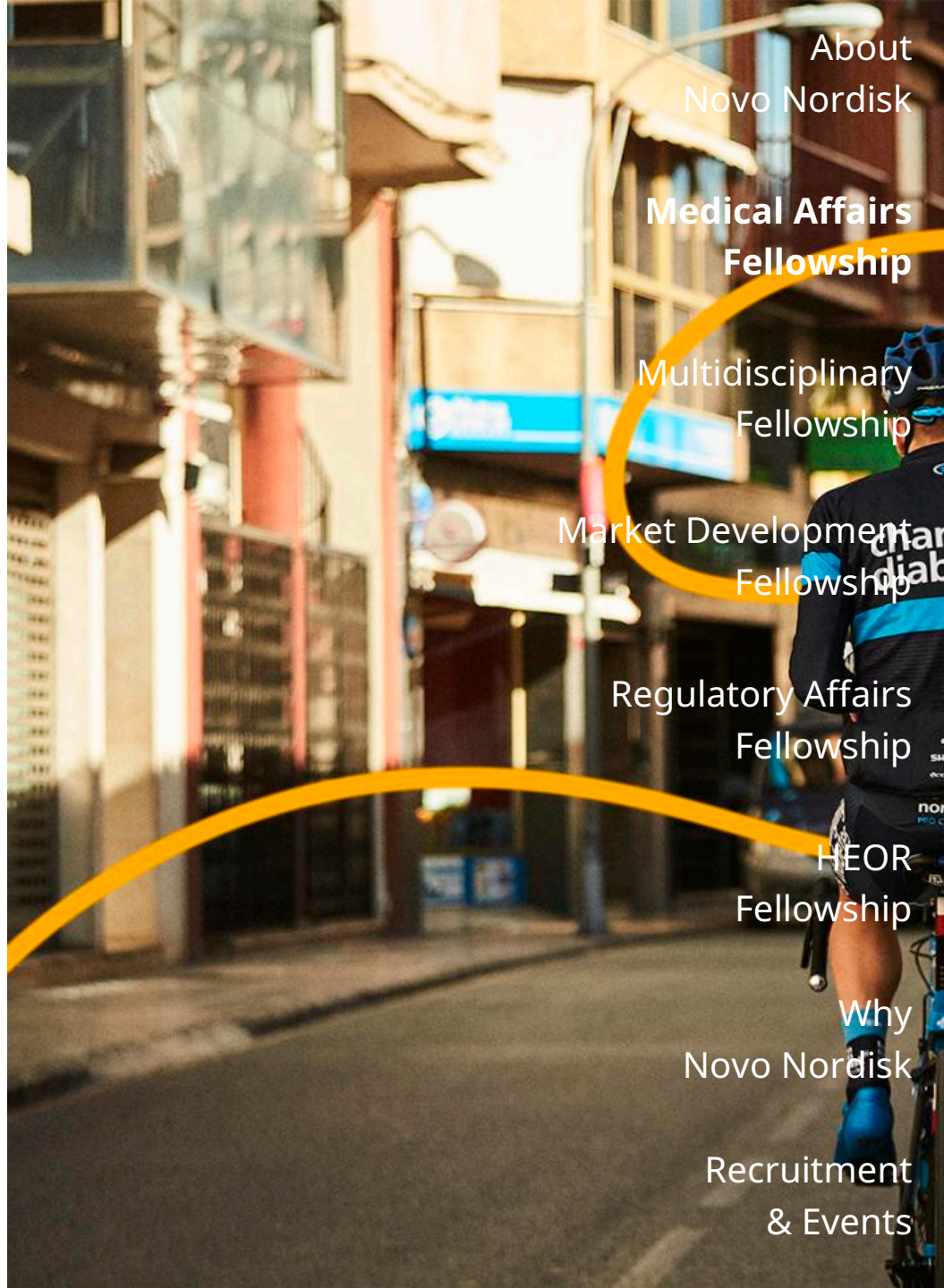
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objectives

Fellows in this program will work closely with key stakeholders across multiple functional areas. Serving as a conduit between our scientific enterprise and our marketing outreach, this role is essential to maintaining the integrity and accuracy of our communications.

Additional responsibilities include:

- Supporting strategic planning to achieve scientific and commercial objectives
- Understanding the roles and responsibilities of Medical Affairs, including Home Office and Field-Based professionals
- Drive change and resources planning to ensure Field Medical Affairs has scientific resources and knowledge needed to help facilitate customer engagement

experiences

While building the necessary skills to lead critical initiatives and cross-functional teams, our dedicated Fellows help drive the successful creation and implementation of strategies, tactics and trainings.

Fellows will also collaborate with other groups in the organization to develop strategies for partnering with external thought leaders and associations to better meet our customers' needs and improve patient care. Fellows will have the opportunity to experience the implementation of medical strategy as well as the gathering of clinical insights through field rides with Medical Liaisons.

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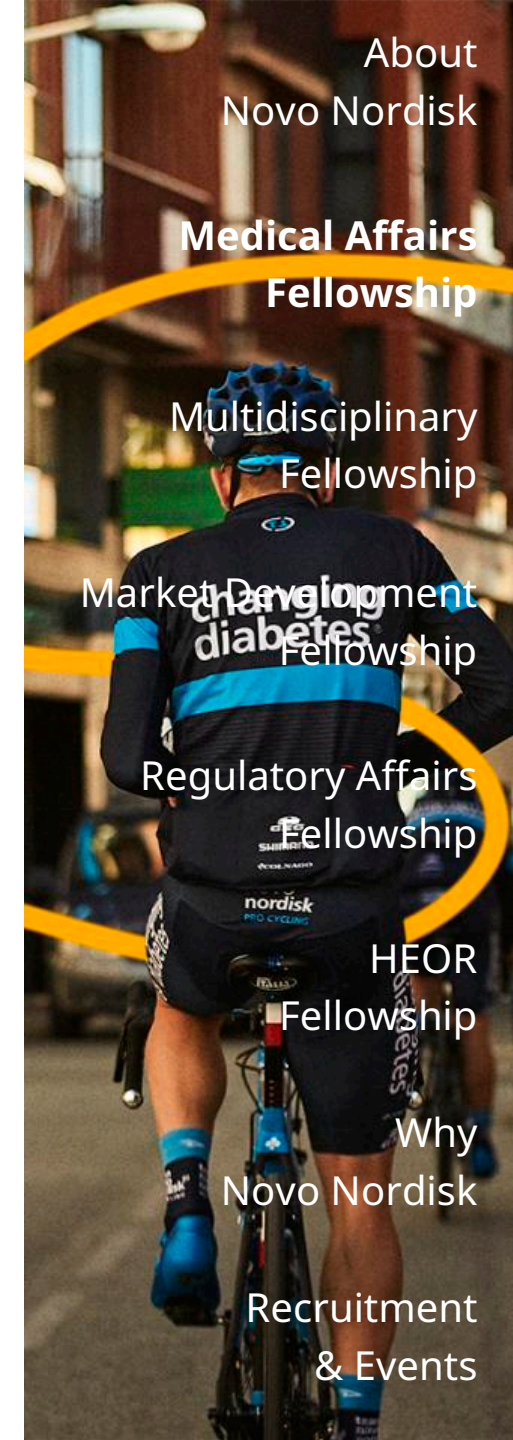
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"As a leader in diabetes and other chronic conditions, the culture of Novo Nordisk exhibits a commitment to innovation and continuous improvement to ultimately deliver the best therapies to patients. I am grateful to start my career in the pharmaceutical industry as a Medical Affairs fellow at Novo because of the opportunity to contribute to Novo's commitment as a valued team member. I have attained personal and professional growth through short and longitudinal projects, cross-functional collaborations, mentorship, and other professional development opportunities that have helped me solidify a foundation for a thriving pharmaceutical industry career."

Yanet Adere, Pharm.D.

Medical Affairs Fellow | Howard University College of Pharmacy



"Novo Nordisk is a global company that is committed to providing high quality care and access to fit patient needs. The fellowship program is structured to provide mentorship, support, and guidance in a positive and welcoming environment. Throughout the one-year Medical Affairs fellowship, I have been able to work on a variety of projects based on my future career goals. Working within Medical Affairs allows me to continue utilizing my therapeutic knowledge while also bridging with the field to understand patient and provider priorities. I am confident that the opportunities I have been given as a fellow at Novo Nordisk have built a strong foundation of skills that will translate seamlessly into future roles."

Beatrice Polyakova, Pharm.D.

Medical Affairs Fellow | Long Island University

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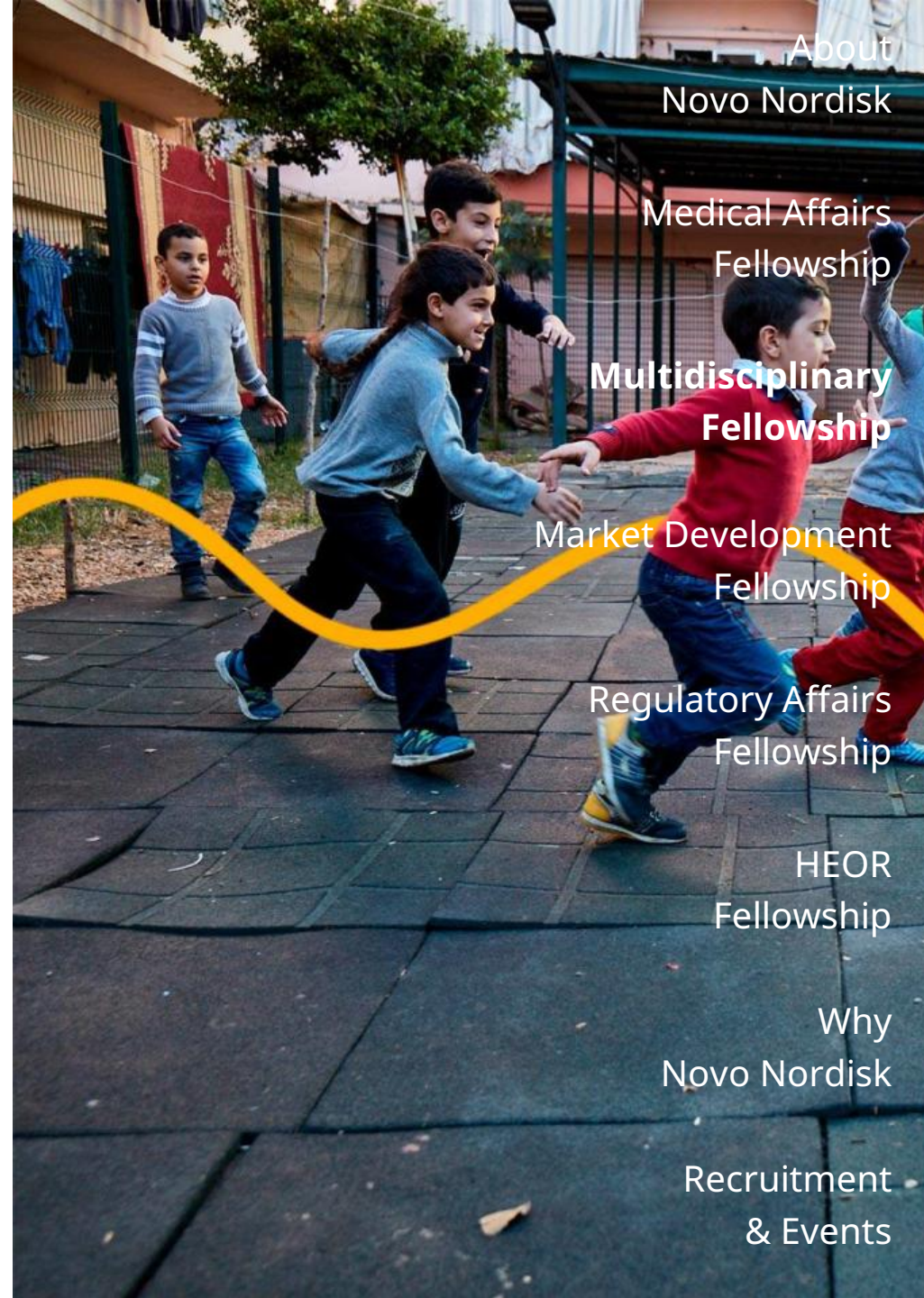
multidisciplinary fellowship

two-year program

Established in 2005, the two-year Novo Nordisk Multidisciplinary Fellowship provides pharmacy professionals with hands-on experience in various functional areas of the pharmaceutical industry.

By participating in this program, Fellows obtain the skills needed to pursue a career within the pharmaceutical industry while demonstrating where their education and experience can make a significant contribution to satisfying customers' needs and achieving company goals.

During this unique Fellowship, the Fellow will gain 12 months of experience in Medical Information (MI) and will then rotate through cross-functional departments for the remaining 12 months.



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objectives

Fellows in this program will report to the Fellowship Director throughout the two-year program and will also have a reporting relationship in the respective functional areas during their rotations.

Fellows that participate in this program will:

- Understand the roles and responsibilities of each functional department the Fellow rotates through
- Gain working knowledge of the laws and regulations governing the pharmaceutical industry
- Provide scientific and clinical support for marketed products and products in development, and appropriately communicate to internal and external customers

experiences

As Fellows rotate throughout the various departments, they will build relationships and engage in extensive, cross-functional collaboration with home-office and field-based colleagues.

Throughout the program, Fellows will build product and therapeutic expertise and develop verbal and written communication skills necessary to engage with internal and external stakeholders.

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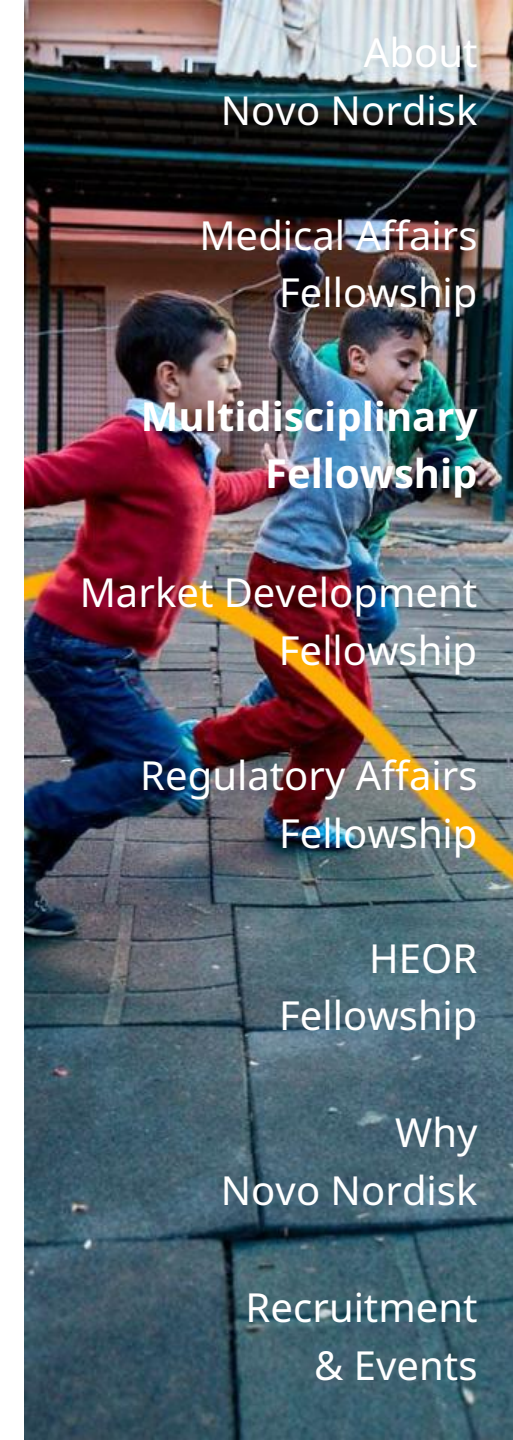
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medical information

The MI Team is dedicated to enhancing decision-making by communicating trusted, tailored and timely medical information to our internal and external stakeholders. Requested information is provided to external stakeholders, such as health care professionals, patients and managed care organizations.

Although MI Therapeutic Managers are assigned to specific therapeutic areas, they are cross-trained to respond to questions about all Novo Nordisk products. MI leads ad hoc project teams/task forces and collaborates with cross-functional teams across Novo Nordisk, including Sales Training, Medical Affairs, Medical Education, Regulatory Affairs, Medical Writing and Marketing.

product safety

The Product Safety (PS) team consists of dedicated professionals for whom patient safety is not just a commitment, but a passion. The PS team is responsible for the collection and reporting of customer complaints and adverse events for all Novo Nordisk products through all phases of the drug development process, from the earliest clinical trials all the way through post-marketing experience after drug approval.

Working in close collaboration with Global Safety, this function is critical to ensuring high-quality Novo Nordisk products and the safety of the patients that rely upon them every day.

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publications

The Publications Team supports the planning and execution of publications including submissions to national and international congresses and scientific peer-reviewed journals. The team manages all the scientific publications stemming from Medical Affairs and HEOR teams across all therapeutic areas. It also collaborates with cross-functional groups across Novo Nordisk, including MA, HEOR, MI, and Medical Education, and coordinates continually with their global colleagues to ensure seamless planning and execution of publication plans.

The team further ensures that all publications are compliant with pertinent international guidelines and regulations related to public disclosures of clinical trials and observational studies and that the publications meet quality standards of reporting of research.

medical education

The Medical Education Team supports independent medical education programs that are accredited, fair-balanced, and scientifically sound. Available in live, web-based and printed formats, these programs are designed to meet the needs of health care professionals, patients and the community.

Programs focused on HCPs help enhance their knowledge and skills for the benefit of their patients, while programs focused on patients or communities spread awareness about therapeutic areas of interest and encourage proper health management.



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"I am very grateful to be able to start my career in the pharmaceutical industry through the Novo Nordisk fellowship program. I was drawn to Novo Nordisk because of their focus on sustainability, their company culture and their commitment to the professional development of fellows. I felt the inclusive environment from the first moment I interviewed. The Multidisciplinary Fellowship is a unique program where you can tailor the experience to fit your career interests. Fellows are treated as valuable members of the team from day one, and are given the opportunity to work cross-functionally with both field-based and in-house colleagues on impactful projects. This program is providing me with a solid foundation to help further develop skills that will allow me to be a successful pharmacist within industry."

Trusha Rana, Pharm.D.

Multidisciplinary Fellow | University of North Carolina at Chapel Hill Eshelman School of Pharmacy



"The Multidisciplinary Fellowship program at Novo Nordisk provides a well-rounded experience for an introduction into the pharmaceutical industry. I feel that the environment is conducive to learning the skills and knowledge needed to help best prepare me to pursue my area of interest. This program gives me the opportunity to develop professionally, take part in meaningful projects as a valued team member, and work cross-functionally. It continues to provide me with the support and experiences necessary for a successful career in the industry."

Christine Xu, Pharm.D.

Multidisciplinary Fellow | Philadelphia College of Pharmacy at the University of the Sciences



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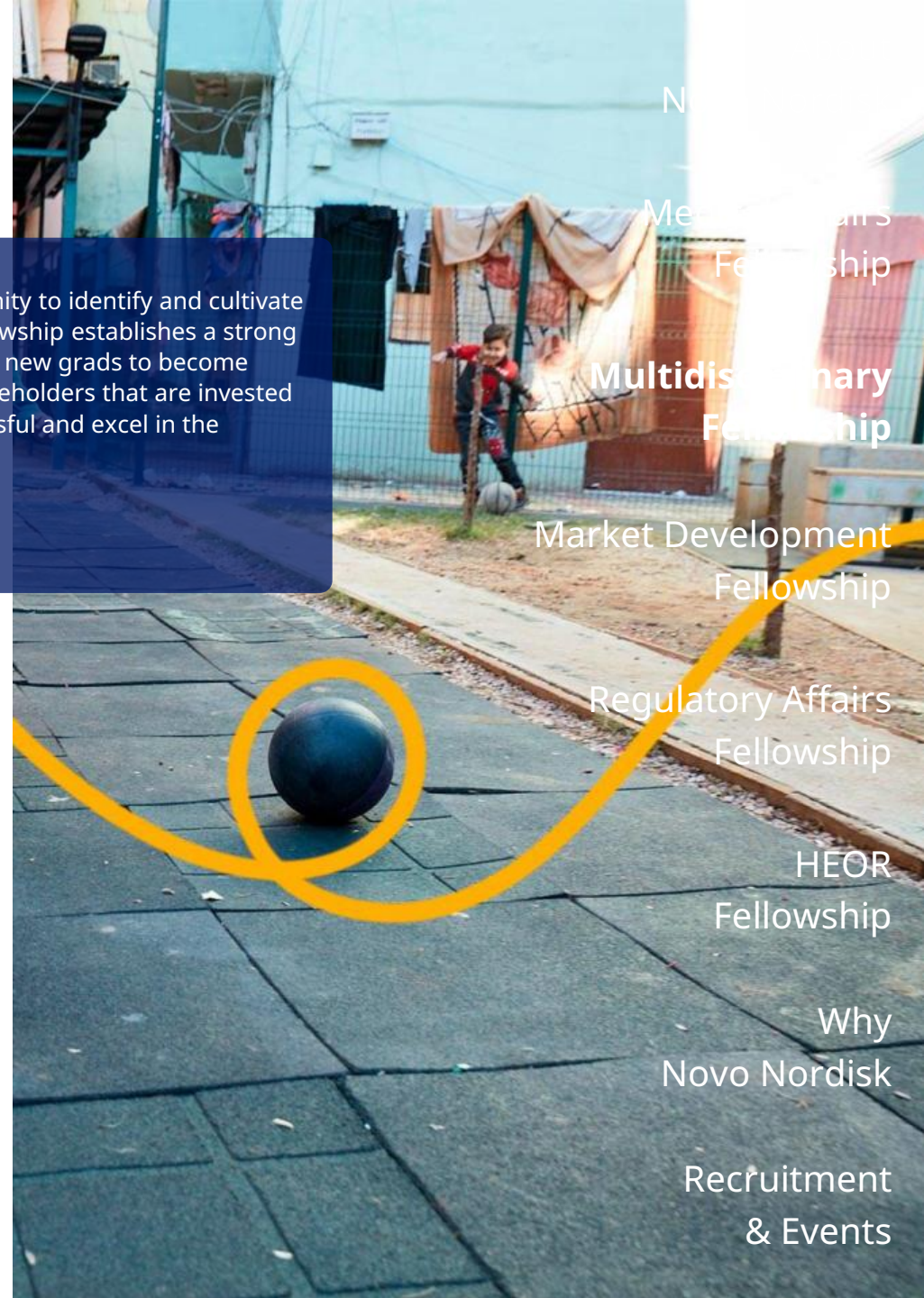
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“The Novo Nordisk Multidisciplinary Fellowship provides a unique opportunity to identify and cultivate one’s passion within the pharmaceutical industry. The first year of the Fellowship establishes a strong foundation in Medical Information, providing meaningful opportunities for new grads to become products experts that directly impact patient care. With the support of stakeholders that are invested in my development, I am confident that I have the foundation to be successful and excel in the evolving role of pharmacists within the industry.”

Benson Lo, Pharm.D.
Multidisciplinary Fellow | Rosalind Franklin College of Pharmacy



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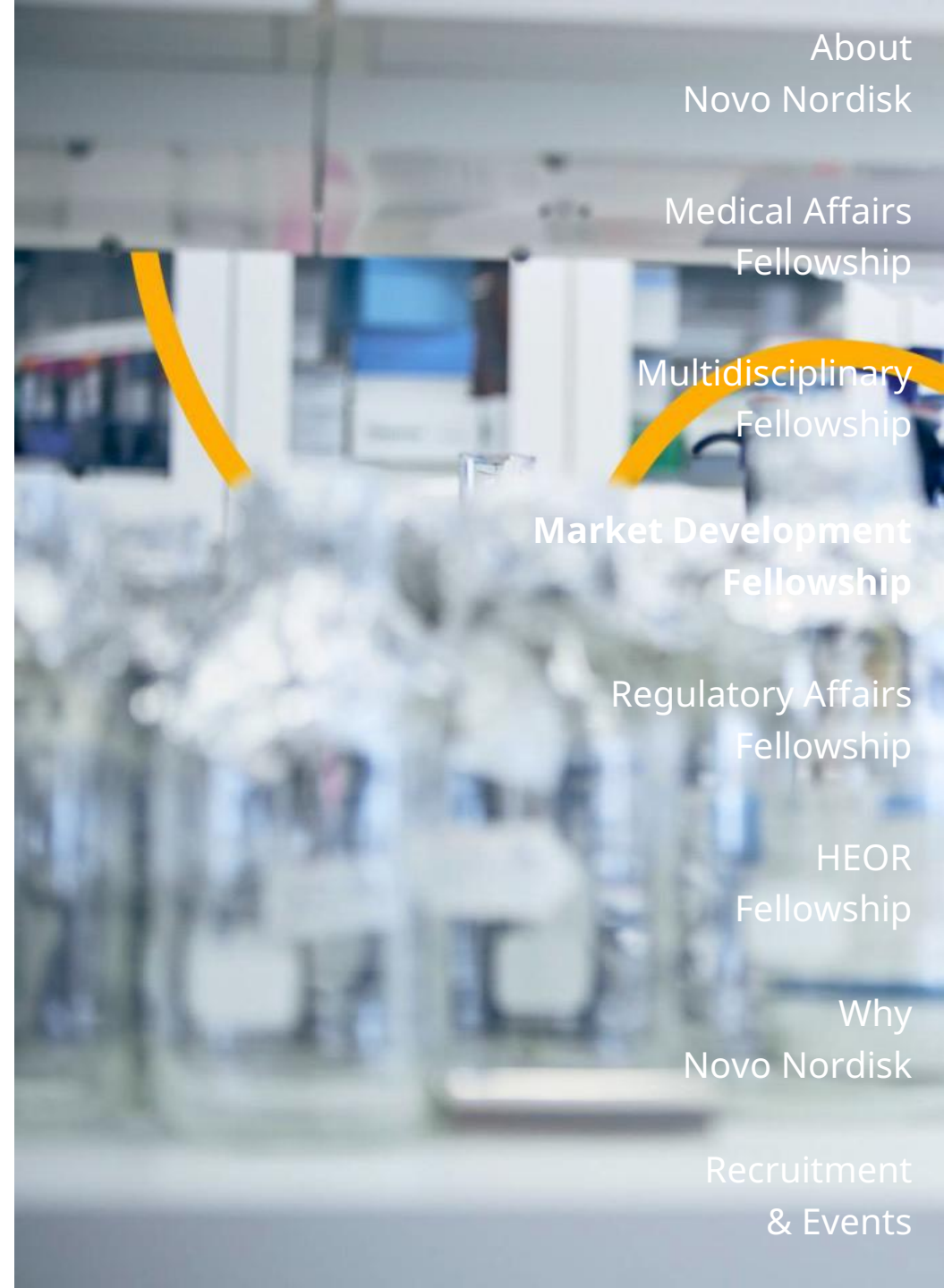
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market development & promotional education fellowship

one-year program

The Market Development & Promotional Education Fellowship is a one-year, experiential program within Diabetes Marketing. The Market Development Team's vision is to advance Novo Nordisk leadership by optimizing promotional education and HCP engagement while identifying and exploring future healthcare trends, ultimately driving growth and maximizing patient care.

This fellowship provides a unique opportunity to work closely with our Diabetes Speakers to gather insights and optimize delivery and retention of key messaging in support of the GLP-1 franchise. The Fellow plays a fundamental role in the development and execution of promotional education programs targeted to HCPs.



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objectives

The Fellow will work closely with key stakeholders across multiple functional areas including Marketing, Medical Affairs, Legal and Regulatory, as well as various third-party agencies.

Fellows that participate in this program will:

- Engage in insight-gathering activities such as advisory boards and focus groups to gain and apply insights to guide Market Development, brand strategy and tactical planning
- Develop and execute programs geared towards promotional education, disease state awareness, and speaker training
- Gain a comprehensive knowledge in Diabetes Marketing, Field Sales, Compliance, and the Promotional Review process

experiences

While building the necessary skills to lead critical initiatives and cross-functional teams, the Market Development Fellow will help drive the successful creation and implementation of promotional HCP education and engagement initiatives.

Once a working knowledge of the regulations that govern the pharmaceutical industry is developed, the Fellow will collaborate cross-functionally to help guide the strategic development of annual Market Development plans, aligned with commercial brand strategies and tactics across the Diabetes portfolio.

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"Novo Nordisk is a global leader in cardiometabolic disease with a relentless commitment to its patients and core values. The Market Development & Promotional Education Fellowship provides a fast-paced, dynamic environment that equips its fellows with the skills and foundational experience necessary to spark a successful career in the pharmaceutical industry. As the Market Development Fellow, I am afforded valuable opportunities for professional development and growth in both breadth and depth of knowledge. With the support of leadership, I have the perfect balance of guidance and autonomy to spearhead initiatives that support the GLP-1 Franchise and drive business growth. Being involved in the product launch of a revolutionary drug has been the experience of a lifetime."

Stephen Cho, Pharm.D.

Market Development Fellow | Philadelphia College of Pharmacy



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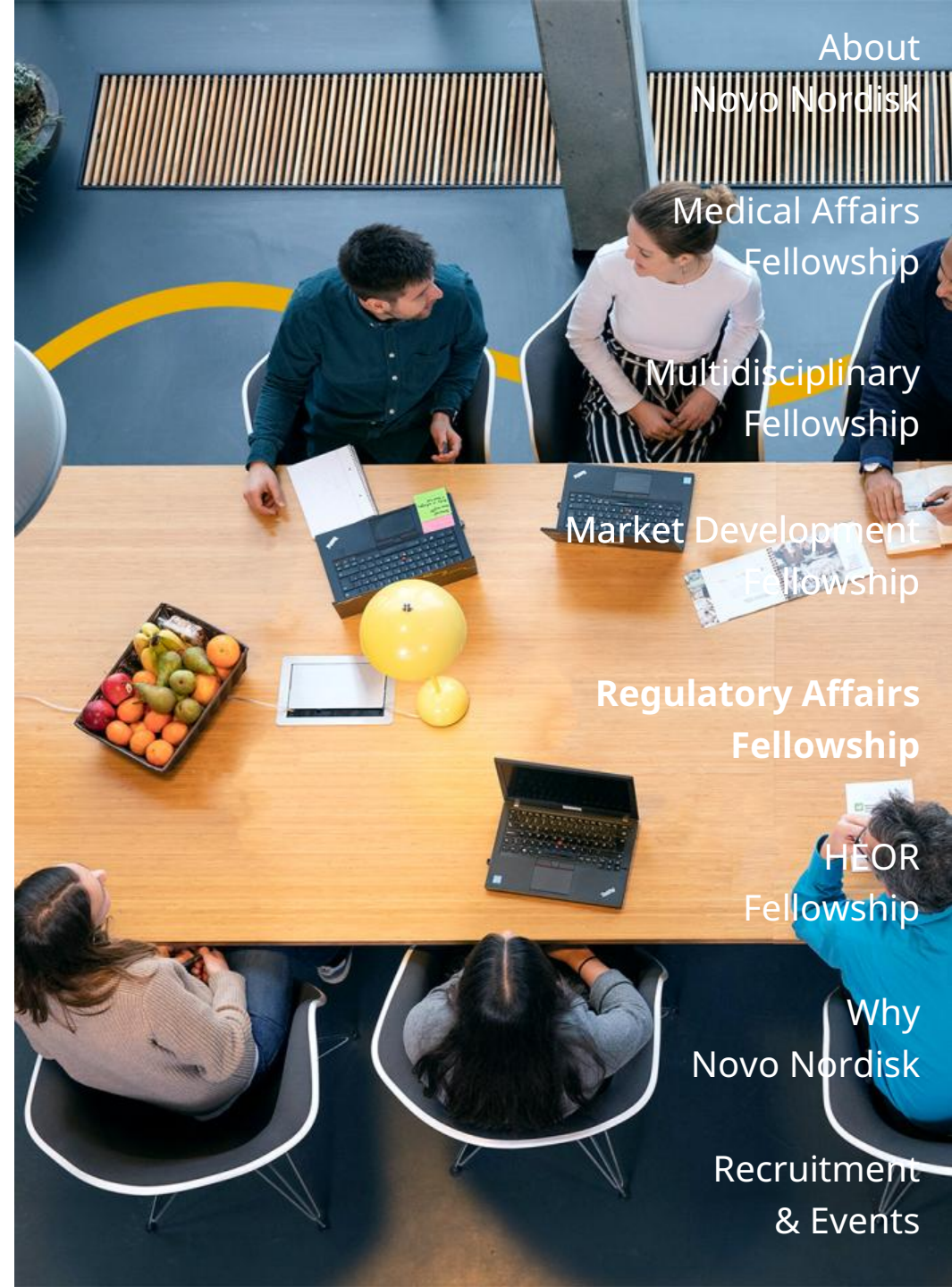
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regulatory affairs advertising & promotion fellowship

one-year program

Regulatory Affairs is a team of professionals dedicated to providing regulatory expertise and leadership to expedite the development, filing, approval and introduction of new products, and to maintain marketed products in support of company goals. They direct negotiations and interactions with regulatory agencies, including the Food and Drug Administration (FDA), and develop strategies to achieve business goals while ensuring compliance to regulations.

As a part of Regulatory Affairs Team is responsible for providing strategic guidance on FDA regulations as they apply to advertising and promotional materials. The team analyses and applies regulations, guidances, enforcement actions and advisory comments from the FDA Office of Prescription Drug Promotion (OPDP) to advertising and promotional materials for marketed and pharmaceutical products, and submits the materials to the FDA as required.



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objectives

The Fellow will be a partner in cross-collaborative Promotional Review Board teams consisting of colleagues from Medical, Marketing, Legal, Marketing Operations and Product Safety. The goal is for the Fellow to become an independent regulatory reviewer on the review team, with the potential for interaction with FDA personnel regarding assigned projects as opportunities arise.

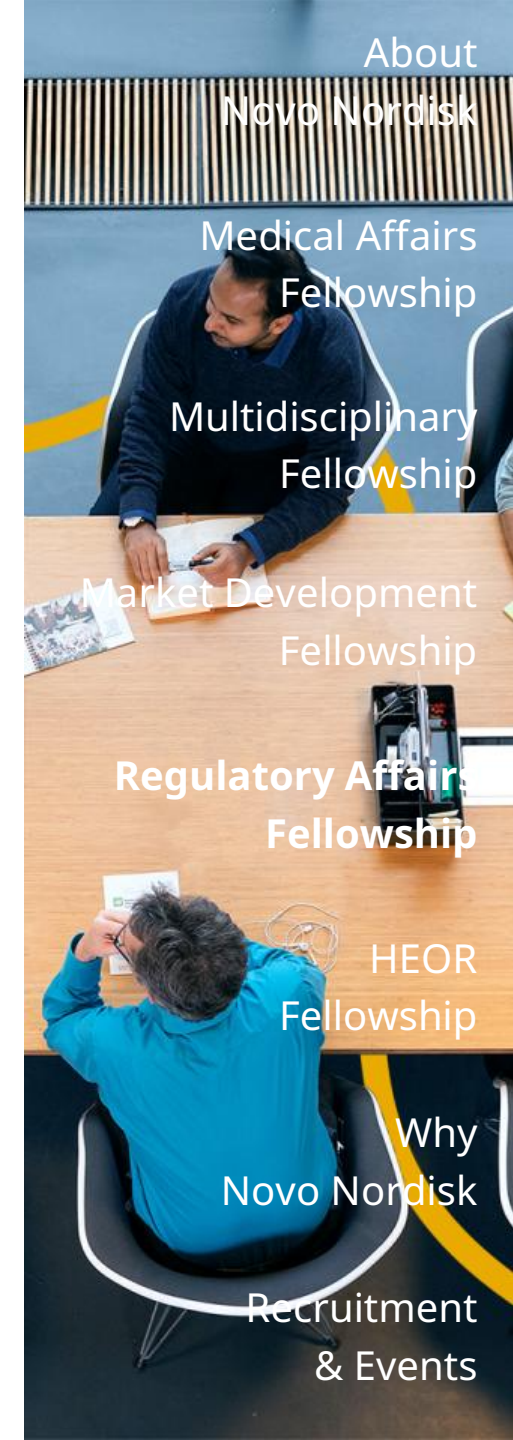
Fellows that participate in the program will:

- Gain expertise in and maintain up-to-date knowledge of laws, regulations and policies enforced by the FDA as they relate to the advertising and promotion of pharmaceuticals and devices
- Advise appropriate departments within the company of regulatory requirements
- Review draft and final advertising and promotional materials, ensuring full regulatory compliance of all promotions for all assigned products

experiences

Fellows in the program will build necessary skills to help create compliant promotional and advertising materials for the company. As part of the program, individuals will gain experience in Regulatory Affairs, initially learning about internal processes, compliance with FDA regulations and submission of any required documents to regulatory agencies.

As fundamentals are established, the Fellow will participate in Promotional Review Board meetings and the review of various types of promotional initiatives, including direct-to-consumer advertising, patient and health care provider brochures, sales training materials, disease awareness materials, health care economic information, etc.



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"Novo Nordisk has such a welcoming culture; what's more, you truly see the patient's wellbeing at the center of every decision made. The Regulatory Advertising and Promotion team has taken me under their wing. They are committed to helping foster my growth within the pharmaceutical industry, while allowing me the independence necessary to ensure confidence in my work is developed as well. Considering the circumstances and that the start of this program saw the transition to a virtual setting, there has been no lack of experience in being able to work cross-functionally, allowing my voice to be heard, and remaining aligned with The Novo Nordisk Way."

Shanice Anderson, Pharm.D.

Regulatory Affairs Fellow | Howard University College of Pharmacy

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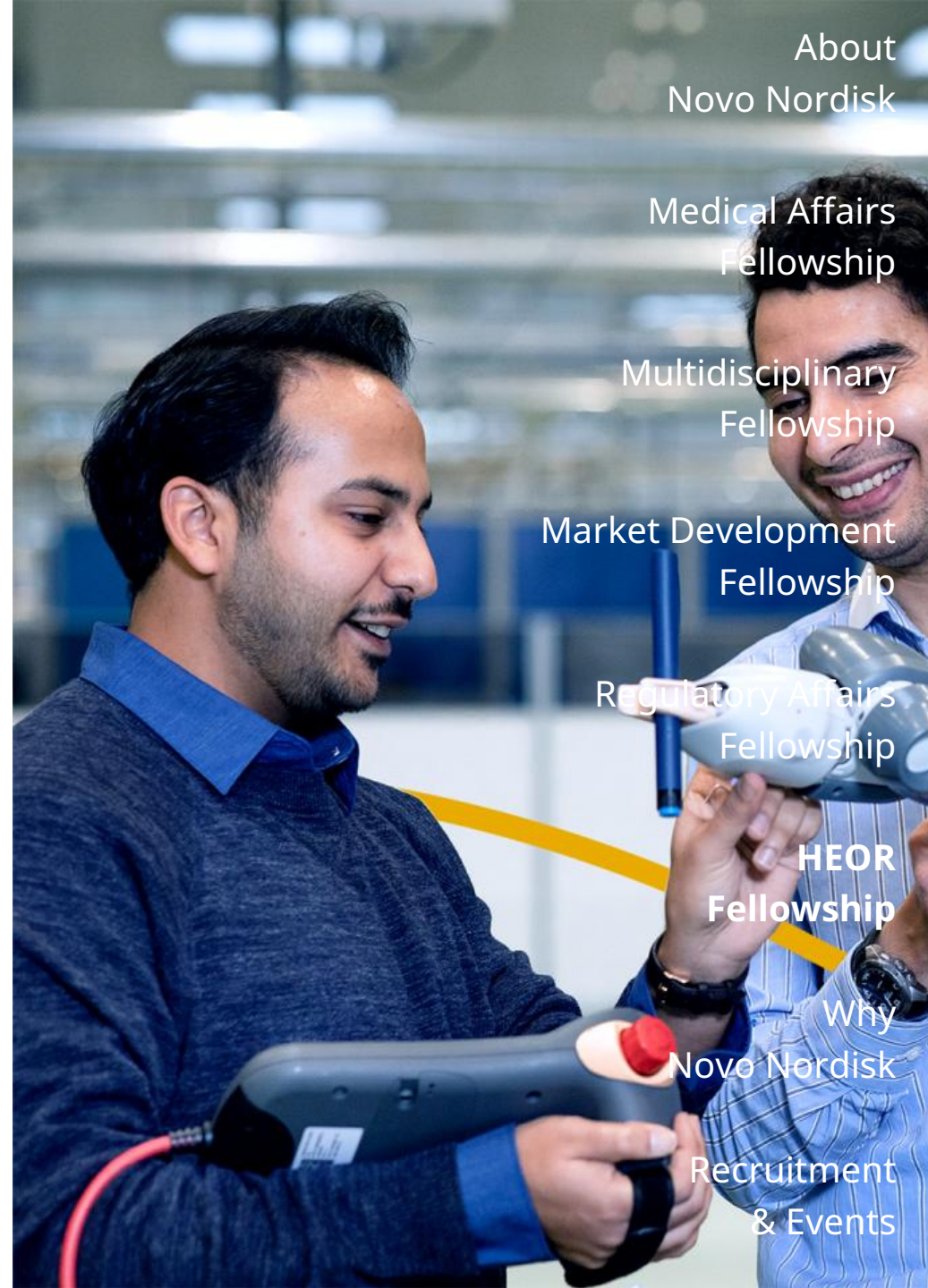


health economics & outcomes research fellowship

two-year program

Established in 2014, the Health Economics and Outcomes Research (HEOR) Fellowship is a two-year, experiential fellowship within Health Economics and Outcomes Research. The HEOR team's mission is to conduct high quality research to understand patient unmet needs, partner to create awareness and solutions for those needs, and demonstrate value of Novo Nordisk's products.

Fellows in this program will gain valuable experience in research methods and study design, engaging with cross functional teams, leading research projects, coordinating/managing research vendors, and budget management.



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objectives

The Fellow will work closely with all colleagues in the HEOR department.

Fellows that participate in the program will:

- Support HEOR product strategy and evidence generation planning process
- Work closely with researchers as a member of the research team on select research projects and interact with cross functional stakeholders
- Perform analysis using Real World Data to identify factors affecting use of medications in patients with chronic metabolic disorders
- Present to the research review committee and gain study approval
- Be responsible for data dissemination for specific research projects – includes external and internal stakeholders; and managing the publication planning process

experiences

In the process of working with and assisting other HEOR staff, the fellow will build the skills necessary to lead critical initiatives and cross-functional teams.

The fellow will also help drive the successful planning, execution, and dissemination of HEOR studies and programs.



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"One of the reasons I chose to complete my two-year fellowship in HEOR at Novo Nordisk is because of their emphasis on open collaboration and communication among colleagues, which provides an optimal learning environment for a new fellow. Mentors within the HEOR department are extremely knowledgeable in their field and are passionate about training the next generation of HEOR leaders. I am involved in numerous projects, within multiple disease states, that are already building a strong foundation for a successful HEOR career. Novo Nordisk enables the fellow to not only learn core skills needed within HEOR, but also how it relates cross-functionally in order to gain a broader perspective of a product's overall value message that will, ultimately, make a positive impact on patients' lives."

Ashley Guesnier, Pharm.D.

Rutgers HOPE Fellow | University of Colorado Skaggs School of Pharmacy



"There was no better place to start my career as an HEOR Fellow than here at Novo Nordisk! This two-year fellowship provides a wide breadth of experience to help prepare you for a successful career in this fast-emerging health economics field. Fellows are immersed in a highly collaborative, cross functional learning environment and are provided with valuable experience in leading research projects, developing product strategy, and budget management. I'm grateful to be part of a company that is not only a world leader in diabetes care, but also strives to improve patient lives through continuous innovation in the management of several chronic disease states. This fellowship will enable me to positively impact patient health and care by supporting the value of products in therapeutic areas with a large unmet need."

Aleksandrina Ruseva, Pharm.D.

HEOR Fellow | University of Illinois at Chicago College of Pharmacy

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working at novo nordisk

a life-changing career

Starting a career at Novo Nordisk is more than getting a job. It is an opportunity to improve the lives of millions of people living with a serious chronic disease.

Whether you are a part of supplying insulin for patients around the world, discovering the next breakthrough at one of our state-of-the-art research centers, working with us is truly life-changing.



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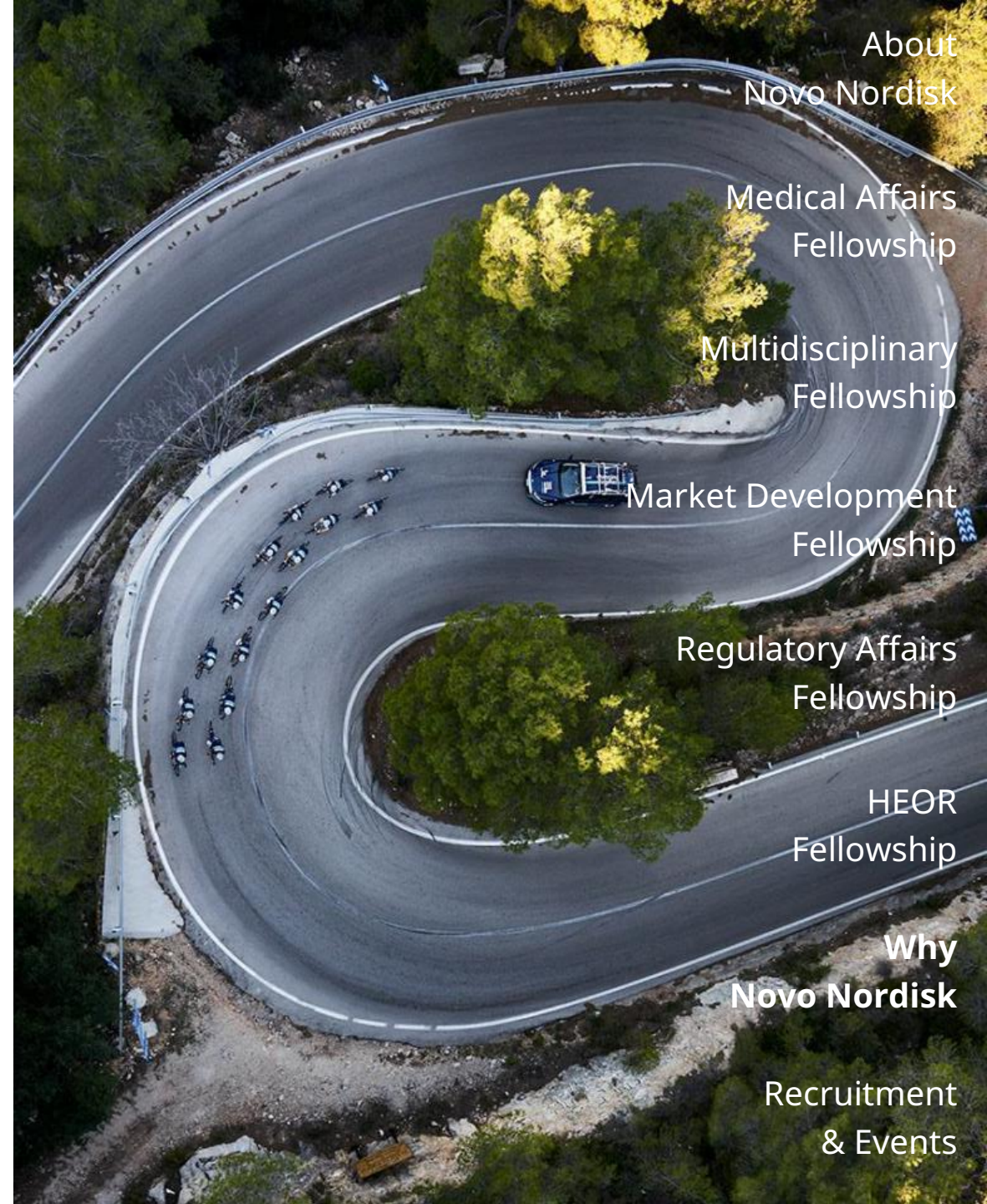
the novo nordisk way

how we do business

The Novo Nordisk Way is a set of guiding principles which underpins every decision we make. It describes who we are, how we work and what we want to achieve, and sets a clear direction for our company and our employees. Ultimately, it's a promise we make to each other - and to the millions of patients all over the world who rely on our products to lead full and healthy lives.

Every day, we must make difficult choices, always keeping in mind what is best for patients, our employees and our shareholders in the long run.

It's our way. It's the Novo Nordisk Way.



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pursuing zero environmental impact sustainable business

We are the first pharmaceutical company to use 100% renewable power in all our global production facilities. We are proud but also motivated to go even further.

With our *Circular for Zero* strategy, we are starting a journey to achieve zero environmental impact in all our business activities.

We will collaborate proactively with suppliers to reduce the environmental impact across our supply chain, cut CO₂ emissions from all our operations and transportation, and solve the end-of-life product waste challenge to eliminate waste.



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qualifications

- To be considered as an applicant, you must officially apply to each desired Fellowship position online at **novonordisk-us.com**
 - Under the careers tab, click search and apply
 - For ease of identifying the job, please enter the keyword "Fellowship"
- Currently pursuing a Doctor of Pharmacy degree from an ACPE-accredited college of pharmacy
 - Strong academic track record
 - U.S. citizen or lawful permanent resident

process & timelines

- The online application process will be open from September through **November 11th, 2020**
- First round interviews for selected candidates will be conducted virtually in mid-November
- Second round interviews for selected candidates will be conducted virtually in early December
- Candidates selected for second round interviews will be required to present a brief medical presentation in addition to interviewing
- Anticipated final selections will be made in December



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join our webinar sessions

We are pleased to offer potential candidates the opportunity to learn about the Novo Nordisk Industry Practice Fellowship Program! Streamed live our current program Fellows will give insight into the various Fellowship opportunities offered at Novo Nordisk. Following the session, participants will have the opportunity to ask questions.

We will be holding two webinar sessions:

- **Tuesday, September 29th, 2020**
- **Monday, October 12th, 2020**

Both sessions will be held from 8:00PM – 9:00PM EST.

how to join

Please [click](#) here and follow the instructions listed below:

- Complete registration by entering your first and last name and email address
- You will receive a confirmation via email based on the information you provide
- On the day of the webinar, click the link to access the LIVE webinar or download the GoToWebinar app for your mobile device!
- NOTE: For best audio quality, it is recommended that you dial-in from a separate phone line

questions?

If you have any questions regarding the webinar or our Industry Practice Fellowship Program, please contact us at:

NNISStudentOpportunities@novonordisk.com.

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