UCB PharmD Fellowship Program

Program Guide and Application Information

2022-2024

Inspired by **patients.**
Driven by **science.**

In partnership with

IPhO
Industry Pharmacists Organization

Contents

Message from **Executive Sponsors**

At UCB, everything we do starts with a simple question: "How will this create value for people living with severe diseases?" Our ambition is to transform the lives of people living with severe diseases. We focus on neurology, immunology, and rare diseases – putting patients at the center of our world. We are Inspired by Patients. Driven by Science. These are not only words, but are the cornerstone of our patient value culture at UCB. With a diverse portfolio of marketed products and a deep pipeline of new assets in discovery and early clinical stages, UCB measures success by the value we can deliver with our solutions.

As we continue to build on previous successes, we are committed to scientific innovation and organizational agility to keep pace with the evolving healthcare landscape. To succeed in this commitment, talent is key. We focus on developing talent with the competencies, skills, and capabilities needed to successfully deliver patient value in this complex environment.

The UCB PharmD Fellowship Program is designed to provide PharmD graduates with the opportunity to learn and experience all aspects of a specific functional area under the mentorship of experienced preceptors in **Global Regulatory Affairs, Patient Safety, or Medical Affairs**. As a mid-size pharmaceutical company, Fellows will have significant opportunity to interact with senior leaders at UCB, thereby enhancing their learning experience.

If you have the desire to work in a biopharmaceutical company with a focus on patient value, innovation and agility, and commitment to staff development, we encourage you to apply to the UCB Fellowship Program.

Deborah Hogerman
Head of Global Regulatory Affairs

Mary McHale
Head of Patient Safety

Jeff Stark
Head of Medical Immunology US

UCB, founded in 1928 by Emmanuel Janssen, is a global biopharmaceutical company committed to developing innovative solutions to address significant unmet needs for people living with severe, chronic diseases. Our people, with their diversity, unique strengths, and talents, enable us to fulfill our commitment.. With a team of approximately 8,300 employees and operations in nearly 40 countries, UCB is investing more than a quarter of its revenue in cutting-edge scientific research to meet unmet patient needs. Global headquarters are in Brussels, Belgium, with U.S. headquarters in Atlanta, Georgia. Additional U.S. UCB sites are located across Massachusetts, North Carolina, Washington, and Washington, D.C.

By putting **patients at the heart of everything we do,** we enable people to **live their best lives,** delivering impactful solutions **patients value.**

Our Areas of Focus

Neurology

Immunology

Our People

~40 countries

8.3K employees

3.5M patients use our medicines around the world

Sustainability as business approach

1928
90+ year science heritage

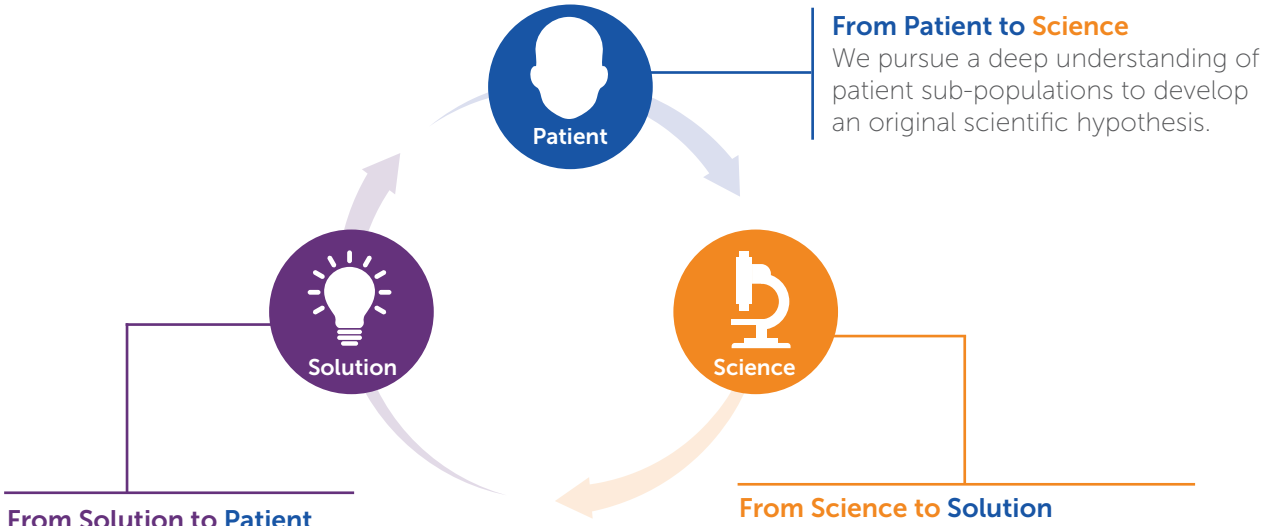
Everything we do starts with one question:

"How will this create value for people living with severe diseases now and into the future?"

Innovation

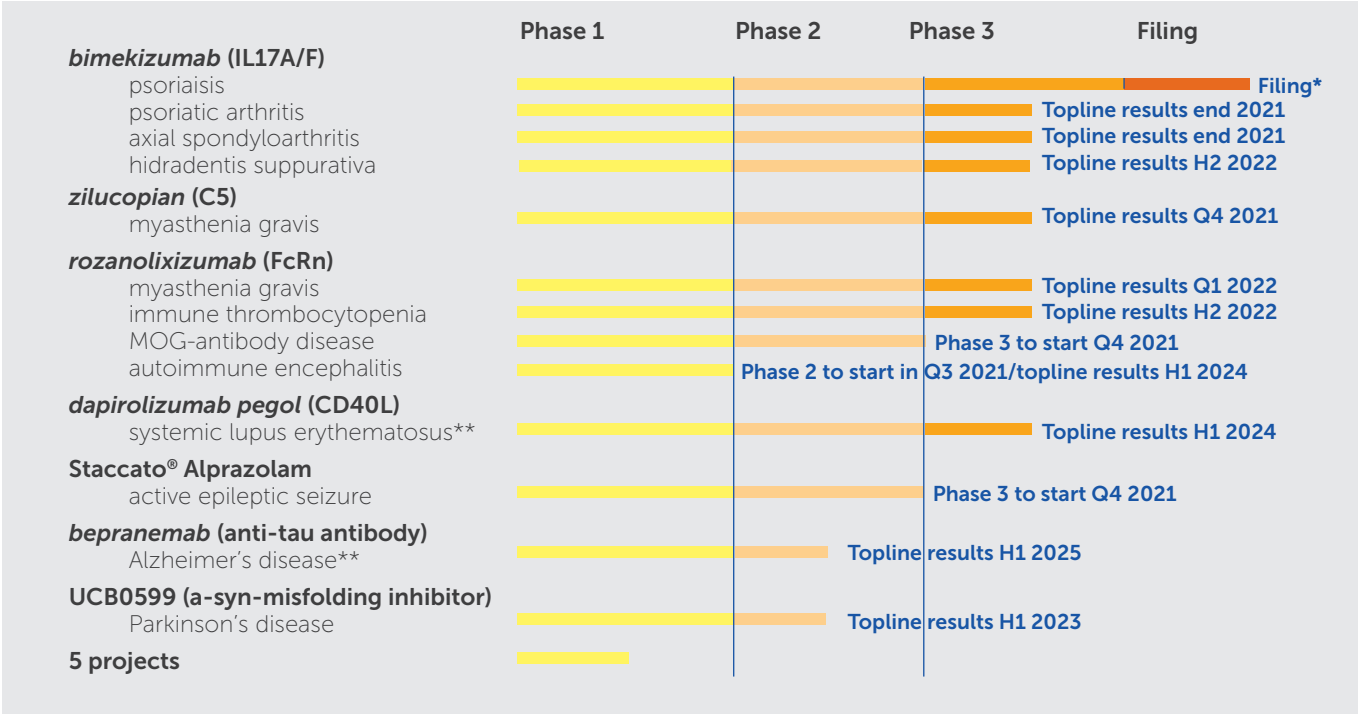
At UCB, we want to help people live their best lives, whatever that means for them. We're focused on severe, chronic neurological and immunological conditions regardless of population size. And we're blazing a path integrating new technologies, like machine learning and data analytics, into how we work today to unlock a healthier tomorrow.

Our approach to innovation keeps patients at the center. We use patient insights to inform our science to build solutions to deliver to patients. Innovation is ongoing as we continue to search for solutions to meet the unmet needs of patients.



UCB pipeline

UCB is connecting science in new ways to illuminate the biological pathways involved in severe diseases. Our researchers are developing a range of novel chemical entities (NCEs) and novel biological entities (NBEs) to improve people's lives.



UCB PharmD Fellowship Program

The UCB PharmD Fellowship Program, a collaboration with the Industry Pharmacists Organization (IPhO), is a 2-year program in the following functional areas:

Global Regulatory Affairs (GRA)

Patient Safety (PS)

Medical Affairs (MA)

The GRA and MA fellowships are located at UCB's Atlanta campus, in the suburb of Smyrna, GA. The PS Fellow will have the option to choose between the Atlanta campus or Research Triangle Park (RTP) campus in Morrisville, North Carolina.

What's unique about the UCB-IPhO Fellowship?

The UCB Fellowship Program offers a unique opportunity to work in an environment that is patient focused, creative, flexible, and agile, with an exciting and promising pipeline.

The support of fellowship leadership and preceptors, coupled with the unique combination of rotations and experiences, will help to ensure the success of the Fellows, developing them to become best-in-class industry professionals ready for a career in a variety of settings. Following two years, the Fellow will have the experience to move into a strategic/operational (manager/senior manager) role within the pharmaceutical industry, CROs, or the FDA.

In addition, this fellowship is offered in collaboration with IPhO. Through IPhO, the Fellow can gain exposure to broader networking and leadership opportunities for pharmacists in industry.

Benefits of the IPhO partnership include:

- **Organizational Leadership:** Fellows will be members of the IPhO National Fellows Council (NFC), with priority in holding leadership positions to develop and practice cross-functional leadership skills in the following committees: Fellows Development, Student Development, & Professional Programming.
- **Professional Development:** As a part of the IPhO NFC, Fellows will have access to fellow-targeted career development programming, such as webinars and live events.
- **Publication Opportunities:** Fellows can conduct research and/or publish a poster/paper/article in conjunction with an IPhO leadership team member
- **Networking Opportunities:** As a part of the IPhO NFC, Fellows will have the opportunity to network with over 70 fellows across the country in various programs and functional areas, along with exclusive access to a Fellows Directory of over 350 current fellows.
- **Teaching Experience:** Fellows will have an opportunity to be an instructor for IPhO Institute for Pharmaceutical Industry Learning (webinars), as well as provide guidance to hundreds of student pharmacists at nearly 100 IPhO chapters.
- **Mentorship:** Fellows will receive mentorship from IPhO leadership, including priority access to IPhO's network of advisors through Mentor Match, a system containing over 2,000 established industry pharmacists ready to assist with fellow career development.

"The UCB GRA Fellowship has been built to provide fellows with a unique global regulatory experience – one that establishes a strong foundation in regulatory knowledge coupled with the autonomy to tailor the program to the fellows' interests. With the support and mentorship of executive leadership and seasoned regulatory professionals across UCB and IPhO, the program positions fellows on the path to a successful career in global regulatory affairs."

- Iram Hasan , Regulatory Scientist, UCB GRA Fellowship Program Director

Global Regulatory Affairs Fellowship

The Global Regulatory Affairs Fellowship provides Fellows with the depth and breadth of experience with all aspects of Regulatory Affairs to successfully position them for a career as a uniquely well-rounded Regulatory professional. During the rotations within the sub-functions of Regulatory Affairs, the Fellows are assigned to work with the Regulatory Science Lead for one or more compounds, including pipeline and marketed products, ensuring that the chosen projects offer the greatest learning opportunity and exposure to FDA and other global regulatory health authorities. Additionally, the longitudinal exposure to Regulatory Operations throughout the two-year fellowship provides the Fellows with a wholistic view of submission and project management. Lastly, the Fellows have an opportunity for a three-month elective in a functional area of their choice, outside of Regulatory Affairs, to allow them to gain additional insights from the outside in.

Rotation	Timeframe
Introduction to Regulatory Operations	2 week overlap with RTS
Regulatory Therapeutic Sciences (RTS)	8 months
Advertising-promotion & Labeling	6 months
Chemistry Manufacturing and Controls (CMC) & Devices	4 months
Regulatory Operations	2 weeks
Elective Rotation	3 months
RTS, CMC, or Ad-promo/Labeling: Fellow's choice within GRA	2.5 months

Reg-ops longitudinal component

Essential Functions & Responsibilities

- Support regulatory scientists/global regulatory leads in preparation and delivery of regulatory submissions, in collaboration with other support functions in GRA
- Support CMC associates to develop CMC-specific regulatory strategy and learn how to define content for CMC submissions
- Support advertising and promotion/labeling associates to understand regulatory requirements related to advertising and promotion as well as pharmaceutical company policies to ensure compliance with the regulations
- Acquire in-depth knowledge of fundamentals of regulatory affairs, regulatory intelligence, and development of regulatory strategy
- Provide regulatory operational support for pipeline and/or marketed product(s)
- Deliver project assignments supporting the business
- Develop proficiency in use of GRA systems

"The UCB Global Regulatory Affairs program provides the most fascinating opportunities: UCB tailors the fellowship curriculum to meet the fellow's interests. The leadership team helps the fellow engage in major projects by providing challenging and intellectually stimulating work in a supportive working environment in order to best foster the fellow's growth."

- Jessie Kim, GRA 1st Year Fellow

"This program is extremely unique. Fellows will develop a strong baseline of regulatory strategic knowledge by rotating in various sectors of the field, all while becoming technical experts through leading and contributing to significant projects. In addition, fellows regularly meet with and are supported by some of the top leaders in the company - a rare trait compared to most programs."

- Nicolas James, GRA 2nd Year Fellow

Patient Safety Fellowship

The Patient Safety Fellowship at UCB provides Fellows with a broad and comprehensive experience into all aspects of Pharmacovigilance. Fellows have a unique opportunity to participate in and lead global initiatives that focus on ensuring the safety of patients and leveraging safety data to enable informed decision making that builds a robust foundation for an impactful career in Pharmacovigilance.

The fellowship is purposefully designed with rotations that enable the Fellows to have end-to-end experience across the various aspects or Pharmacovigilance. The Fellow will begin by establishing a fundamental understanding of how safety data is captured and processed and then be immersed in sub-functions of Patient Safety to gain working knowledge of how the safety data are assessed and utilized to support decision making around the benefit / risk balance of compounds. This includes working with a global Safety Lead to apply Pharmacovigilance principles to one or more compounds. Additionally, the Fellow will gain working experience on Medical Device Safety and Surveillance. The fellowship also includes built-in time for 2 elective rotations for the Fellows to gain broader exposure and further explore opportunities of their choice, including areas outside of Patient Safety.

Rotation	Timeframe
Global Case Management & Safety Surveillance	5 months
Patient Safety Units	5 months
Safety Writing	3 months
Medical Device Safety and Surveillance	3 months
International Pharmacovigilance	3 months
Elective Rotation	3 months
TBD	2 months

Essential Functions & Responsibilities

- Responsibility for input into the safety management of assigned products, which includes signal detection, signal assessment, benefit risk evaluation, analysis of individual cases, preparation of aggregate reports, input into safety risk management deliverables, and responding to requests from health authorities. Review of UCB deliverables is also part of the responsibilities.
- Will work on tasks assigned by his/her line manager and by the safety lead or equivalent for the product(s) which can include some or all of the above as well as working with the Patient Value Solutions (PVSs) or Established Brand Units (EBUs) on specific missions, clinical trials or submissions.
- May be required to work on multiple products at various lifecycle stages, depending upon the needs

"The UCB Patient Safety Fellowship Program offers a great opportunity for a fellow to get exposure to all of the fundamentals and obtain the skillset necessary to become a desired, best-in-class safety professional. In my short time with the company, I have been very pleased with how efficiently I have been integrated into several projects and how much support I receive from colleagues. UCB truly puts patients at the center of every decision, creating an excellent environment to think, learn, and grow professionally while also fostering a strong feeling of satisfaction in your work."

- Aleksey Gitelson, Patient Safety 1st Year Fellow

Medical Affairs Fellowship

The Medical Affairs Fellowship - a new addition to the UCB Fellowship Program - focuses on opportunities to learn, experience and lead various activities involved within the dynamic functions within a Medical Affairs organization. Fellows will utilize their first year to learn how medical affairs strategies are implemented and executed within the umbrella of the overall product life cycle, interacting with various departments such as Marketing, Regulatory Affairs, Health Economics Outcomes Research (HEOR)/Real World Evidence (RWE), and Clinical Development. The uniqueness of the UCB Medical Affairs Fellowship is that it allows for optional rotations in the second year to various roles within Medical Affairs such as Medical Information, Medical Communications and Field Medical Operations & Strategy. This flexibility in the second year of the program allows for Fellows to gain broad experiences that will develop them into a well-rounded Medical Affairs professional.

Rotation	Timeframe
Medical Affairs Strategy - Immunology	1st Year (15 Months)
• **Continue Medical Affairs Strategy** • **Medical Information** • **Medical Review** • **Medical Digital Strategy** • **Field Medical and Operations**	2nd Year (9 Months) Choices of 3-month interval rotations (Up to three)

Essential Functions & Responsibilities

- Gaining scientific expertise in assigned disease areas within immuno-dermatology to lead scientific and strategic discussions with key internal and external stakeholders
- Engaging in key medical strategy tactics, including thought leader interactions, advisory board discussions, and aligning with the various immunology partners for portfolio and cross-therapeutic strategy
- Leading the execution of immunology medical deliverables including proactive patient management materials, medical proactive/reactive decks, and training materials for cross-functional partners
- Participating in medical brand planning processes while representing the medical organization in cross-functional alignment calls
- Providing fair-balanced scientific responses to unsolicited requests from healthcare professionals regarding UCB products and help in the creation of Standardized Response Letters
- Assessing & identifying gaps in Medical Science Liaison (MSL) resources and collaborating with medical strategy on the development of MSL scientific resources and trainings
- Partnering with the Field Medical Leadership Team to support development and implementation of field medical priorities
- Contributing to scientific congress Field Medical initiatives and engagement strategies
- Learning to conduct medical review of promotional and non-promotional materials in collaboration with Legal, Regulatory, and Marketing teams
- Gaining an understanding of how HEOR contributes to the value of UCB products through real-world evidence and communication of value propositions to internal and external stakeholders

"The UCB Medical Affairs Fellowship will allow fellows to build a competitive skillset needed to succeed in various Medical Affairs functions, starting with strategy and then the execution of medical tactics. This unique program has the flexibility to allow fellows to deep dive into specific functions that they are interested in with the support and mentorship of experienced leaders with the ultimate goal of preparing the fellow to lead a successful career in Medical Affairs."

- Tae Oh, Medical Affairs Lead Dermatology, UCB MA Fellowship Program Director

Partient Safety Fellowship Preceptors

"The UCB Fellowship offers a broad range of experiences in Patient Safety. As well as traditional pharma topics, we are able to offer rotations in specialised areas such as medical devices working on ground breaking technology areas such as software as a medical device and wearable sensors, enabling digitisation of clinical trials as well as unique therapies. Coupled with mentorship from leadership, fellows are given an excellent platform for building their careers in the healthcare industry."

- Sarah Freestone, Medical Device Safety & Vigilance Head

"I really enjoy being a preceptor as it allows me the opportunity to help guide and develop the next generation of Industry leaders and I also value the fresh ideas and perspectives that the fellows bring."

- Ankur Makadia, Safety Data Insight Head

"I look forward to welcome you at UCB Patient Safety and introduce you to our wider network and how we are integrated with other functions operating in our affiliates around the globe, as well as learning from you new insights on how to further enhance our organization."

- Bart Teeuw, International Pharmacovigilance Head

"Our safety risk management team is excited to welcome fellows as members of a team responsible for strategic benefit-risk decisions of the growing UCB product portfolio. Patient care and team health are our primary values."

- Claudia Prada, Safety Risk Management Head

"The fellowship program is a fantastic opportunity to bring diversity and new ideas in the team. The Safety Analysis and Writing team is a great place to learn amongst experts and build your own expertise on a portfolio of therapeutic areas and global regulatory frameworks."

- Suzanne Foncin, Safety Analysis & Writing Head

Global Regulatory Affairs Preceptors

"I have been a Regulatory Therapeutic Sciences Preceptor with the fellowship program since its inception in 2017 with the goal of providing opportunities for fellows to showcase their own leadership and critical thinking skills. We have been able to offer significant regulatory growth experiences - from IND submissions to late stage approvals. The fellows we've had at UCB are highly motivated and not only do they contribute to regulatory strategy with our teams, they have all contributed to my own professional growth and development in some way."

- Jennifer King, Global Regulatory Lead

"The fellowship is an excellent springboard for a career in regulatory affairs because it provides a great opportunity for hands-on experience on the crucial role regulatory affairs plays across a product lifecycle from development through post-marketing. Each fellow gains valuable foundational expertise during the rotations in the different sub-functions, and is thereafter able to make an informed decision on a career path to pursue." **- Wanja Muthoga**, GRA CMC Scientist

"It has been a true honor to participate in the fellowship program, and I am committed to offering each fellow an experience that I hope will enhance their regulatory knowledge base and build expertise. The fellowship program is second to none, and gives each fellow an opportunity to grow, both professionally and personally. I look forward to welcoming future generations of regulatory professionals!"

- Oana Pop, US Labeling Ad Promo Scientific Lead

"The fellowship program provides a unique opportunity in regulatory affairs to grow professionally as part of a team while actively participating in projects, developing leadership skills, and building deep connections with other regulatory professionals."

- Kelly Roney, Regulatory Science Lead

"The GRA Fellowship Program has exceeded all expectations I had for it. While the program offers a unique and intensive opportunity to Fellows to rapidly gain in-depth, valuable Regulatory experience, it has also offered the Preceptors and the broader organization fresh perspectives and new lenses through which to see Regulatory Affairs. The Fellows are fully active and engaged members of the Regulatory organizations. I've valued the Preceptor experience greatly and believe that what is invested in the Fellows is returned in full."

- Alexis Harper, Head of Regulatory Operations

Application Process

Fellows will be selected on a nationally competitive basis, and candidates must have a Doctor of Pharmacy degree from an ACPE-accredited college of pharmacy by June 30, 2022. The fellowship offers a competitive salary and benefits package.

Requirements

- Doctor of Pharmacy degree (Pharm D)
- Graduate of an accredited and nationally recognized pharmacy school
- U.S. citizen or permanent resident

Qualifications

- Ability to work independently and proactively
- Ability to work in a collaborative, cross-cultural team environment and build effective partnerships
- Flexible and adaptable, and ability to work under pressure
- Excellent written and verbal communication skills – knows when and how to communicate, using strong interpersonal skills and written communications when appropriate
- Analytical – logically breaking situations or issues down into their essential elements: carrying out diagnosis and developing solutions
- Strong organizational and project management skills with a high level of attention to detail and time management skills
- Overriding commitment to integrity and high standards in self and others
- Able to understand and analyze clinical and medical data

How to apply

This fellowship position may only be applied for through the IPhO FellowMatch service:
https://www.industrypharmacist.org/fm_landing.php

A letter of intent, CV, and two letters of recommendation should be submitted through the FellowMatch portal.

The application deadline is **November 5, 2021.**

Applications will be reviewed on a rolling basis, and applicants are encouraged to submit their materials on FellowMatch accordingly.

For questions regarding the Fellowship program, contact the Fellowship Director (below) or visit https://www.ucb-usa.com/UCB-in-the-U-S/US-PharmD-Fellowships

- **Global Regulatory Affairs Fellowship:** Iram Hasan (iram.hasan@ucb.com)
- **Patient Safety Fellowship:** Catherine Wilputte (catherine.wilputte@ucb.com)
- **Medical Affairs Fellowship:** Tae Oh (tae.oh@ucb.com)

"The PS fellowship program's purpose is to attract and develop talented people to become the next generation of Safety Leaders. The program has been built to provide a deep understanding on the diverse patient safety critical activities as well as to provide global and local exposure to the fellow. The program aims to develop either the leadership competencies and the safety technical competencies of the fellow."

- Catherine Wilputte
Head of Pharmacovigilance Excellence, UCB PS Fellowship Program Director

UCB Atlanta Campus

The UCB Atlanta campus stands as a symbol of our longterm commitment to the Atlanta business community. Since opening our doors in 1994, this beautiful campus has grown from a handful of people to approximately 400 employees today. UCB is the largest biopharmaceutical company with a U.S. headquarters in the Atlanta area. We are conveniently located just a short drive from the heart of downtown Atlanta. Considered the capital of southern business, metro Atlanta is a thriving corporate hub which continues to attract top companies to the area, boosting the local economy and growing the population, which now exceeds 6 million people. Our proximity and easy access to Hartsfield-Jackson International Airport, one of the largest airports in the world, is key for UCB's global reach.

UCB Raleigh Campus

UCB has benefitted from a presence in the Research Triangle Park in North Carolina since 2001. The site in Raleigh is an integral part of UCB's vision to provide superior and sustainable value to patients with severe diseases. We are a dynamic workforce that is diversified with talented individuals, who bring a vibrant work environment and vitality to the RTP biotechnical area. From drug development, patient safety, and quality perspective, UCB BioSciences' employees continue to bring differentiated medicines to patients and physicians. UCB Biosciences is proud to partner with academic institutions, like-minded businesses, as well as local and state government agencies. UCB has approximately 250 employees at its location in Raleigh. RTP is the largest and most prominent high-tech research and development park in the United States. Our proximity and easy access to Raleigh-Durham International Airport is key for UCB's global reach.

Inspired by **patients.**
Driven by **science.**

In partnership with
IPhO
Industry Pharmacists Organization