



## INDUSTRIAL PHARMACY RESIDENCY PROGRAM

Sanofi is an innovative global healthcare company, driven by one purpose: we chase the miracles of science to improve people's lives. Our teams across the world strive to transform the practice of medicine, turning the impossible into the possible for patients. We provide potentially life-changing treatments and the protection of life-saving vaccines to millions of people, and affordable access to our medicines in some of the world's poorest countries. **We focus on Specialty Care, Vaccines, General Medicines.**

In General medicine, Sanofi has been at the forefront of diabetes and cardiovascular management for nearly a century. Looking to the future, it is building on this proud heritage by pioneering new possibilities for people living with chronic diseases.

Sanofi's specialty care division represents a global business unit of Sanofi, focused on rare diseases, rare blood disorders, neurology, immunology, and oncology.

Our ambition is to be the industry leader in specialty care. Our approach is shaped by a long history of developing highly specialized treatments and forging close relationships with physician and patient communities.

In our vaccine division we improve access to life-protecting vaccines and increase vaccination coverage, while striving to develop new and improved vaccines to enhance health and well-being.

We embrace innovation and pioneering possibilities to combine the strength of our portfolio with the power of digital and technology. We encourage smart disruptive thinking to experiment and unleash our entrepreneurial spirit to do things we've never done in Sanofi.

We are pleased to be part of the Industrial Pharmacy Residency Program offering the following opportunities across our divisions:

Division	Department	Therapeutic Area	Positions
Prescription Products	Medical Affairs	Rare Diseases	1
	Medical Affairs	Neurology/Immunology	4
	Medical Affairs	Oncology	1
	Medical Affairs Operations	Multiple	1
	Market Access	Multiple	2
Non-prescription Products	Medical Affairs	General Medicine	1
Vaccines	Medical Affairs	Multiple	1
	Compliance	Multiple	2

### MEDICAL AFFAIRS DEPARTMENT DESCRIPTION:

The Medical Affairs department plays an important role in providing unbiased and transparent scientific knowledge by acquiring, analyzing, and synthesizing knowledge for aligned Sanofi departments such as commercial (including both marketing and sales), regulatory and market access. Responsibilities of Medical Affairs include activities related to investigator and expert outreach, company sponsored non-registration trials, publication planning and Continuous Medical Education. As a key interface between Sanofi and the external community (health care professionals, academic thought leaders, public health and government officials), the Medical Affairs team provides insight regarding unmet health needs and potential solutions by communicating the burden of disease, scientific evidence and health economic evaluations of aligned products.

**Medical Affairs Resident Responsibilities:**

Reporting to the Medical Director or Lead of a therapeutic area, the Industrial Pharmacy Resident will become an active member of the Medical Affairs team. The resident will assist both Medical Affairs and Commercial Operations by supporting medical governance, education, and guidance. This position develops the Resident's understanding of the importance of medical governance and operations at Sanofi. Particular focus will be on learning and communicating the science, development and execution of Medical Affairs projects, and an understanding of Medical Affairs policies and procedures.

Responsibilities of this position include the following:

1. Assist Medical Affairs in the development and execution of local medical initiatives, and participate in cross-functional activities as appropriate
  - a. Support Medical initiatives for both current and upcoming products;
  - b. Assist with report writing and preparation of scientific publications and presentations;
  - c. Support the development of presentations and other materials to address customer needs;
  - d. Development an understanding of managing Medical Affairs research projects including health economic models, epidemiological studies, and clinical trials.
2. Support operations and governance duties in Medical Affairs
  - a. Support the Medical Head in the development and implementation of medical operations and governance processes;
  - b. Support workflow processes including external experts engagement, donations and other financial contributions, and organization of and contribution to events;
  - c. Assist in audit and inspection readiness activities including policy and procedure updates and monitoring of key processes.
  - d. Develop and optimize processes in order to achieve increased effectiveness of processes.
3. Administrative support for Medical Affairs
  - a. Organizing departmental and cross-functional meetings (calendar invitations, organizing agendas, meeting minutes, etc.)

**Medical Affairs Operations Resident Responsibilities:**

Reporting to the Medical Operations Lead, the Medical Operations Pharmacy Resident will become an active member of the Medical Affairs team. The resident will assist Medical Operations by supporting medical governance and education. This position develops the Resident's understanding of the importance of medical governance and operations at Sanofi Genzyme. Particular focus will be on the management of key processes regarding external study requests, development and execution of Medical Affairs projects, and an understanding of Medical Affairs policies and procedures, particularly as it pertains to Medical Governance.

Responsibilities of this position include the following:

1. Assist Medical Operations in the development and execution of Canada-wide medical initiatives, and participate in cross-functional activities as appropriate
  - a. Support Medical Operation initiatives for both current and upcoming products;
  - b. Assist with report writing and preparation of Medical metrics, Medical Operations presentations;
  - c. Development of meetings and meeting materials to support the collaboration and insight sharing across the Medical Affairs therapeutic areas;
  - d. Development an understanding of managing Medical Operations research projects including resource allocation for Sanofi driven events, external study management, project management metrics.
  
2. Support operations and governance duties in Medical Affairs
  - a. Support the Medical Operations Lead in the development and implementation of medical governance processes;
  - b. Support the Medical Operations Lead in the creation of internal resources and educational material to improve medical effectiveness for Head Office and Field Based Medical colleagues;
  - c. Support workflow processes including external experts engagement, donations and other financial contributions, and organization of and contribution to events;
  - d. Assist in audit and inspection readiness activities including policy and procedure updates and monitoring of key processes.
  
3. Administrative support for Medical Affairs
  - a. Organizing departmental and cross-functional meetings (calendar invitations, organizing agendas, meeting minutes, etc.)

#### **COMPLIANCE DEPARTMENT DESCRIPTION**

As you may know by now, the Pharmaceutical Industry does not always have the best reputation—in fact, more often than not it has a rather troublesome reputation. The Compliance Department of Sanofi plays an important role in raising awareness of compliance within Sanofi and to help build and keep the trust between Sanofi and the rest of the world. Compliance goes beyond following laws and rules; it refers to the ethical judgments in our decision making. As a key interface between Sanofi and company stakeholders, patients, employees, customers, shareholders, suppliers and members of the society in which Sanofi operates, Compliance is responsible for ensuring that Sanofi is acting with integrity and honesty at all times which helps to give us the optimum standards of care. We provide ethical opinions and decisions on what an appropriate course of action is for Sanofi Canada and what is not all while asking ourselves are we doing the right thing, at the right time, and for the right reason. “It takes 20 years to build a reputation and 5 minutes to ruin it. If you think about that, you will do things differently.” - Warren Buffett

#### **Compliance Resident Responsibilities:**

Reporting to the Head of Compliance Canada, the Compliance Pharmacy Resident will become an active member of the Canadian Compliance team, assisting all types of employees within Sanofi Canada

navigate through ethical dilemmas that they may come across. This position develops the Resident's understanding of the importance of compliance and what the repercussions are if Sanofi does not uphold ethical standards. Particular focus will be on learning how to navigate the corporate world and communicating with different members of Sanofi Canada, execution of Standard Operation Policies, understanding of Innovative Medicines Canada Code of Ethics and an understanding of the importance of Compliance throughout Canada.

Responsibilities of this position include the following:

1. Assist Compliance in the execution of local and global Standard Operating Procedures (SOP).
  - a. Support Medical, Policy, and Marketing initiatives in adopting new SOPs;
  - b. Assist with raising awareness of new SOPs and educating the appropriate Commercial Operation members; and
  - c. Support the development of presentations and other materials to ensure compliance to the news OPs.
2. Support Compliance Operations in Medical and Commercial Operations
  - a. Support the Scientific and Medical members in the development, updates and implementation of compliance processes; and
  - b. Support Compliance workflow processes including external expert engagements, donations and other financial contributions, and organization of and contribution to events.
3. Administrative Support for Compliance
  - a. Assisting in reviewing Sanofi Canada employee conflict of interest declaration;
  - b. Data collection or uptake of core Sanofi ethics modules; and
  - c. Review grant requests from the different business units within Sanofi Canada for ethical dilemmas

### **Market Access**

The Market Access team is responsible for optimizing patient access to existing and future Sanofi Genzyme products in the therapeutic areas of rare diseases, oncology, immunology and multiple sclerosis. The team collaborates with all areas of the business to develop and implement reimbursement plans and reviewing the policy environment to help improve access of medicines to patients.

### **Market Access Responsibilities:**

- Conduct market and reimbursement analysis (e.g., health economic/pricing analysis, database and claims analysis, etc.) to support health economic and market access projects
- Assist the Market Access team in the development of reimbursement strategy, submissions, reports, presentations and other materials
- Review policy documents and position papers to assist in the development of policy positions relating to the health care system and the biopharmaceutical industry in Canada
- Collaboration with cross-functional team such as Marketing, Finance, Public Affairs, Business Operations, Medical Affairs, Regulatory, etc. to achieve reimbursement objectives and to support commercial objectives

**Administrative Information:**

To apply or for more information, please contact:

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Website: <https://pharmacy.utoronto.ca/programs-and-admissions/residency-programs/industrial-pharmacy-residency-program/>

*Sanofi in Canada embraces diversity in the workplace and is committed to achieving employment equity. Our goal is to attract, develop and retain highly talented employees from diverse backgrounds, allowing us to benefit from a wide variety of experiences and perspectives. We welcome applications from women, members of visible minorities, Aboriginal peoples and persons with disabilities.*

*Thank you in advance for your interest. Only those candidates selected for interviews will be contacted.*