



## Frequently Asked Questions

### About the Visiting Scientist Fellowship

#### ❖ What is the objective/purpose of the program?

Established in 1994, the objective of the Visiting Scientist Fellowship is to develop highly competitive and marketable professionals who will contribute to developing the next generation of drugs that will improve patients' lives.

#### ❖ How is the program designed?

The Visiting Scientist Fellowship is a one-year, postgraduate program that presents PharmD, MD, or relevant PhD or Master degree graduates with direct exposure to all aspects of drug development. The fellowship offers a wide array of dynamic and challenging positions; each designed to train leaders for a career in the pharmaceutical industry. As Lilly employees, fellows directly influence the business at Eli Lilly and Company while developing valuable personal and professional skills.

Each Visiting Scientist is hired into a specific departmental role (e.g., Regulatory Labeling) within a functional area. Daily responsibilities and projects are based on business need and fellow interest, with the opportunity to participate in projects outside of assigned functions. Additionally, the Visiting Scientist fellow class meets regularly as a group with the leadership team and other coaches/mentors to ensure broad exposure and understanding of drug development and the pharmaceutical industry.

#### ❖ What type of interaction occurs between the Visiting Scientists? External or Internal stakeholders?

Visiting Scientists interact on several levels. Within the program, Visiting Scientists interact with each other to gain broader understanding of the pharmaceutical industry through the sharing of cross-functional learnings. Fellows also collaborate on a number of different Visiting Scientist specific projects including, but not limited to, designing and implementing the VSF brochure, social media, recruitment, and coordinating a drug development course at Butler University (when offered). Additionally, Visiting Scientists will interact with internal stakeholders by assisting or leading projects, and through consultation on various issues. Finally, Visiting Scientists interact with external stakeholders such as healthcare professionals, contract research organizations, investigators, health authorities, and others, as determined by the needs of the specific project work assigned.

#### ❖ What are some examples of past projects or types of projects conducted by Visiting Scientists?

Examples of projects Visiting Scientists have been involved with in the past include but are not limited to:

- Maintaining global labeling for marketed products
- Development of clinical protocols
- Lead development of medical letters
- Lead review of promotional materials
- Review and update internal policies/procedures
- Teach a drug development course at Butler University
- Participate and report on advisory boards
- Contribute to market research to support a brand or therapeutic area
- Develop an analysis and presentation on global reactions to a therapeutic space or drug class
- Develop policy positions affecting health care initiatives and the pharmaceutical industry





❖ **What is a typical week for a Visiting Scientist?**

Lilly has a Monday through Friday 40-hour workweek with occasional meetings and travel required outside normal business hours. Lilly has flexible work hours to meet individual needs. 70% of a Visiting Scientist's time is dedicated to their functional area work. The remaining 30% is dedicated to fellowship activities like staff meetings, networking meetings, professional development, training opportunities, and other opportunities the Visiting Scientist wishes to pursue.

❖ **What is the stipend of a Visiting Scientist?**

Visiting Scientist salaries are assessed on a yearly basis but are highly competitive. All Visiting Scientists, regardless of graduate degree upon entry, receive the same stipend.

❖ **What benefits are available to a Visiting Scientist?**

As a one-year fixed duration employee, Lilly is pleased to offer the Visiting Scientist Fellows a full suite of benefits including: competitive salaries, relocation package, 120-hours of vacation and company holidays (which includes the week between Christmas and New Year's Day), 401(k), medical, dental, vision and life insurance, as well as access to all employee activities and groups.

❖ **What are my opportunities after completing the Visiting Scientist Fellowship?**

The Visiting Scientist Fellowship is a one-year post-graduate program designed to give professionals experience in industry that would make him or her a competitive candidate for employment. Positions at Lilly are not guaranteed upon completion of the program, though a majority of fellows each year accepts a position at Lilly. Past fellows have gone on to successful careers both within industry and in other areas.

❖ **What are the benefits of Lilly's one-year fellowship?**

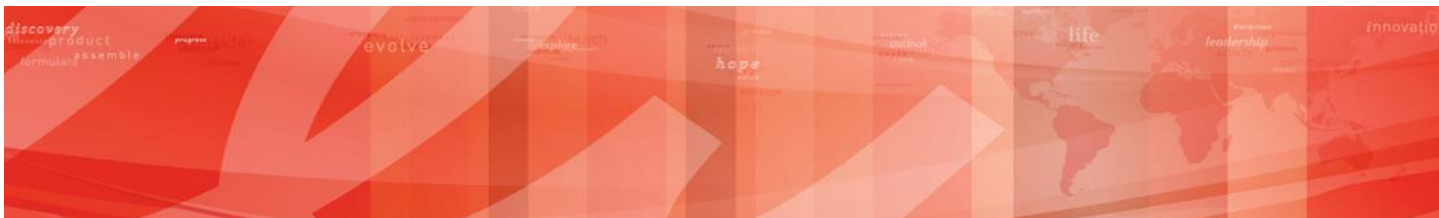
The Visiting Scientist Fellowship is designed to broaden a fellow's exposure to many aspects of drug development and the pharmaceutical industry, while gaining invaluable hands-on in depth experience within the position which they are assigned. The program provides sufficient time for fellows to become not only experts in their respective area, but also competent across the drug development process, enabling them to be competitive for full time positions at the conclusion of the fellowship.

## The Application Process

❖ **What is the application and selection process for the Visiting Scientist Fellowship?**

The application process is a two-step evaluation comprised of a screening interview followed by on-site interviews. Screening interviews will assess a candidate's overall fit for Lilly, the VSF program, and initial positions of interest. During on-site interviews, candidates will be assessed for fit against specific VSF departmental position criteria.





- PharmD applicants attending ASHP Midyear must register and request a screening interview by submitting their CV through the Personnel Placement Service (PPS). The PPS portal opens October 23, 2018 and all communications will occur through this portal.
- All other applicants (MD, PhD, Masters or PharmDs **NOT** attending ASHP Midyear) should submit their CV online beginning **November 2018** at <https://careers.lilly.com>.

**Screening Interview:** Qualified applicants will be selected for a screening interview. Screening interviews for PharmD candidates applying through PPS will be conducted at the ASHP Midyear Clinical Meeting and Exhibition, December 2-6 in Anaheim, California. All other candidates will be contacted directly by Lilly for a telephone-screening interview.

**On-site Interviews:** Candidates selected from the screening interviews, will participate in further interviews at Lilly's headquarters in Indianapolis, Indiana starting **January 2019**. Candidates will have multiple departmental interviews and be required to give a presentation on a topic of their choice. Final candidate selections for acceptance into the Fellowship will be completed by **mid-February 2019**.

- **Start Date:** The Visiting Scientist Fellowship starts between June and July with the exact date determined by a consensus of incoming Fellow availability.

#### ❖ **How to submit your application(s) on the PPS portal or Lilly.com?**

Applicants should submit their CV to **each** of the VSF functional areas (clinical development, commercial, medical, project management, and regulatory) that they wish to apply to; candidates do not select specific positions at this point. By applying to a functional area, the applicant will be interviewed and considered for all of the departmental roles within that functional area.

Having a variety of interests is expected; applicants are encouraged to submit their CV to as many or as few functional areas as they wish. The number of functional areas an applicant applies to **does not benefit or harm an applicant**.

#### ❖ **What is the interview process if I applied to more than one functional area?**

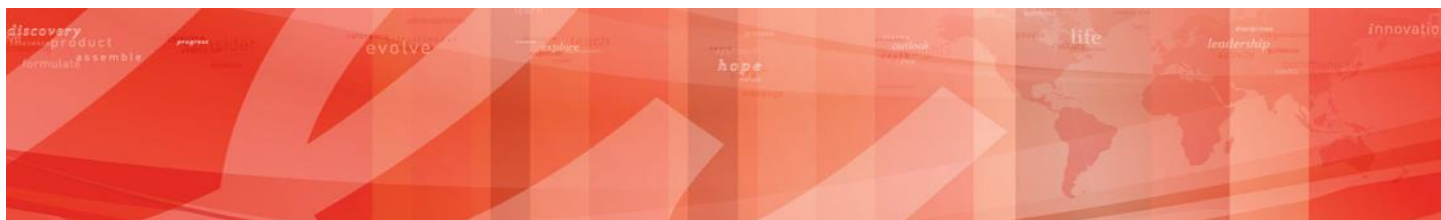
Qualified candidates will receive a **single** screening interview request through the PPS Portal, regardless of the number of functional areas applied. Similarly, candidates applying through Lilly.com will receive a single, telephone-screening interview. Screening interviews assess a candidate's overall fit for Lilly, the VSF program, and functional areas of interest.

During on-site interviews, candidates will be assessed for fit against the specific VSF departmental position (e.g. Managed Healthcare Services) criteria. Therefore, on-site interviews may differ in format (e.g. one-on-one, panel, etc.) depending on the preferences of the hiring managers.

#### ❖ **What if I am only interested in one particular role within a functional area (e.g. only interested in Managed Healthcare Services and no other commercial roles)?**

For the screening interview, candidates will select the functional area(s) of interest; candidates do not select specific positions at this point. At the on-site interview, candidates will interview with each departmental position of interest. At the conclusion of the interview day, candidates will select the specific departmental position(s) for which they would like to receive an offer of employment.





❖ **When will the specific roles for each functional area be posted?**

Specific roles for each functional area will be posted in mid-October. All available positions for the upcoming application cycle can be accessed via the Visiting Scientist Fellowship website (<https://careers.lilly.com/visiting-scientist>). Due to the fact that position availability is based on Lilly's current business need, rare occurrences, such as posted specific roles being altered or removed prior to Midyear, are possible. If any unexpected position changes must occur, applicants will be notified as soon as possible.

❖ **What are the requirements for applying to the Visiting Scientist Fellowship?**

Acceptance into the Visiting Scientist Fellowship is highly competitive. In addition to outstanding scholastic achievements, qualified candidates must have demonstrated exceptional communication, leadership capabilities, and industry interest.

Candidates must have a PharmD, MD, or relevant PhD or relevant Master's degree (MPH, MPA, etc.) completed by prior to the start date in 2018 or anytime **within the previous 3 years**. Qualified candidates must be legally authorized to be employed in the United States. Eli Lilly and Company does not anticipate providing sponsorship for employment visa status (e.g., H-1B status) for this employment position.

❖ **Does Lilly require letters of recommendation, college transcripts, or letters of intent when applying to the Visiting Scientist Fellowship?**

Letters of recommendation and letters of intent are neither required nor accepted. If a candidate accepts employment with Lilly through the Visiting Scientist program, they will be required to show proof of graduation from one of the required degree programs, which may consist of a transcript. .

## Indianapolis

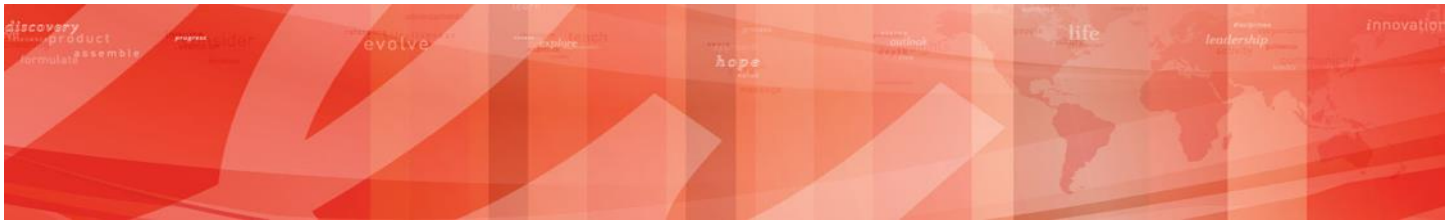
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❖ **What is a general overview of the city of Indianapolis?**

Indianapolis is the second largest city in the Midwest and the 12th largest city in the nation. With its wide-open green spaces, a bustling downtown, its rich historical architecture, modern malls, and nearly 300 downtown restaurants and bars, Indianapolis offers something for everyone. "Indy," or the "Circle City," is best known for hosting the Indianapolis 500, Brickyard 400, the Men's and Women's NCAA Basketball Championships, and, in 2012, Super Bowl XLVI.

In addition, Indianapolis also has a vast array of arts, attractions, historical sites, and eclectic cultural districts located in and near the downtown center. For a quick weekend away, Chicago, Cincinnati, St. Louis, Nashville and Louisville are all within a 4-hour drive. Indianapolis is the perfect balance of big-city style and genuine Hoosier hospitality that makes it a growing destination for corporate meetings, international events and leisure travel. We could go on and on, but we would rather let you experience it for yourself. For more information, please see [www.visitindy.com](http://www.visitindy.com)





## Additional Questions

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❖ **If I have additional Questions, whom should I contact?**

The Visiting Scientist Leadership Team can be contacted at [vsf@lilly.com](mailto:vsf@lilly.com).