

# Purpose

Breakthroughs  
that change  
patients' lives



# Our Values and Behaviors



## Courage

Breakthroughs start by challenging convention – especially in the face of uncertainty or adversity.



## Excellence

We can only change patients' lives when we perform at our best together.



## Equity

Every Person deserves to be seen, heard, and cared for.



## Joy

We give ourselves to our work, and it also gives to us.

# Our Reach

# 618M

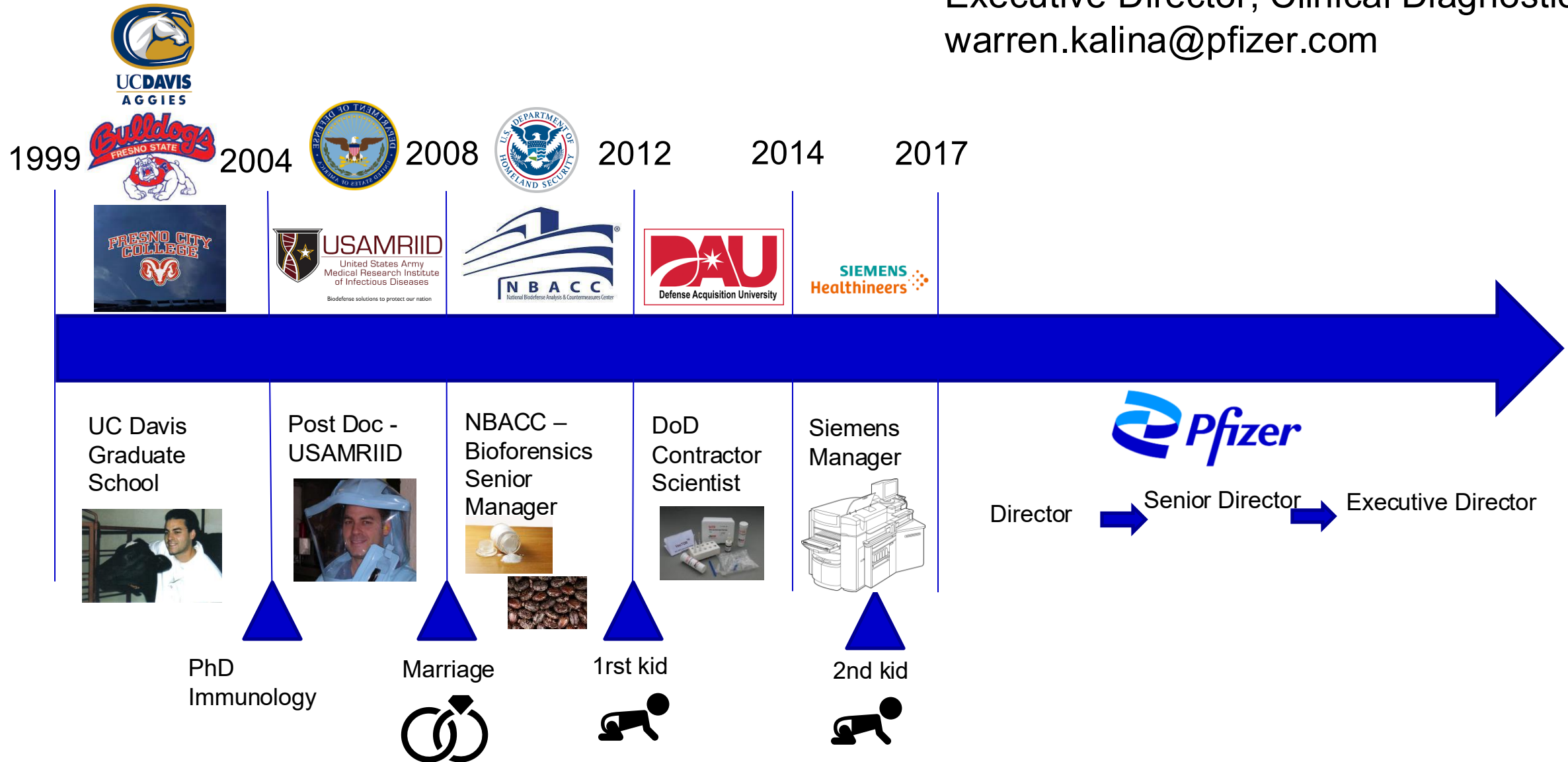
**Patients reached worldwide  
in 2023 with our medicines and  
vaccines.\***

\*The Patients Treated metric is calculated from Pfizer and third-party datasets. Figures may be limited given the coverage provided by external sources (e.g., calendar duration, geographic and product coverage) and are subject to change. Numbers are estimates and in some cases use global volume, daily dosage and number of treatment days to facilitate calculations. Methodologies to calculate estimates may vary by product type given the nature of the product and available data. Patients taking multiple Pfizer products may be counted as multiple patients towards total. Numbers do not include comprehensive estimated patient counts from Ex-US Access & Affordability programs (this does not include An Accord for a Healthier World). Historical estimates may periodically be subject to revision due to restatements in the underlying data source.



# Career Path and Timeline

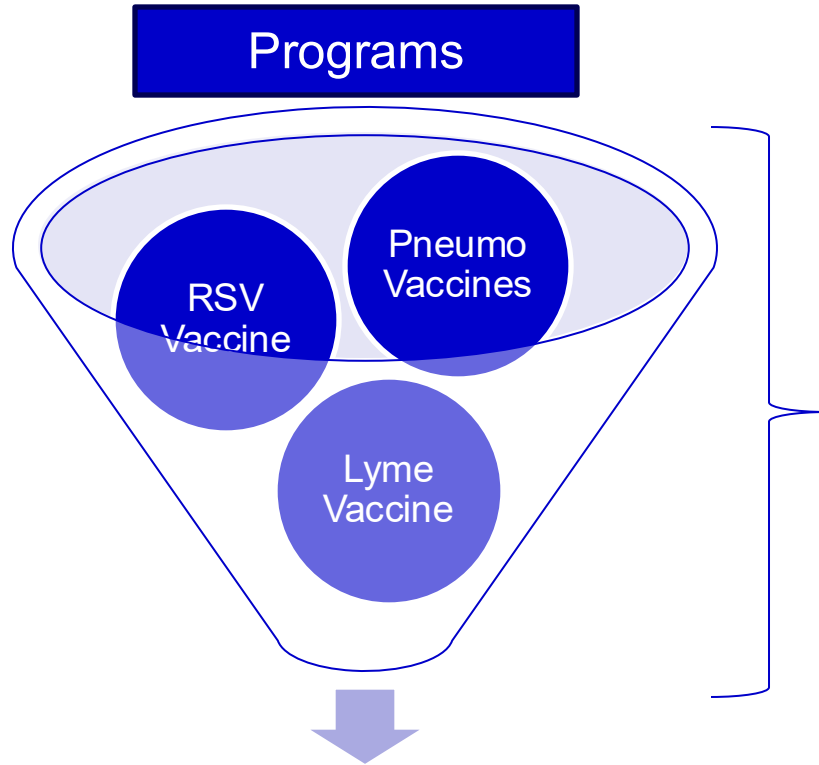
Warren Kalina, Ph.D.  
Executive Director, Clinical Diagnostics  
warren.kalina@pfizer.com



# Current Role at Pfizer: End to End Assay Development to Clinical Testing

60+  
Staff

## Programs



All Vaccine programs require assays to understand:

- Antibody levels for dosing
- Proof of concept
- Diagnostics to for efficacy
- Subject enrollment selection
- Group stratification
- Formulation decisions

Assays that address specific study questions:

- Unique matrices (serum, stool, urine, swabs, CSF, and cultures)
- Systemic, rigorous validations and agreement for use with regulators
- Assays for research and epidemiological studies

## Testing Assays

- Diagnostics
- Serological

## Multiple Technologies



Maintain the Assays



# Life is Full of Ups and Downs, but You Must Adapt and Learn from Your Mistakes, NEVER Give Up and Have a Plan!



## The Good

- You get a job!
- You get an advanced degree!
- You get a Promotion!

- Never stop learning
- Always listen
- Build a network
- Have a career plan

## The Bad

- Things may not go according to plan
- Life challenges
- Job loss

## The Ugly

- You will fail from time to time
- Made a bad decision
- Career politics
- Were you ready for the next step?

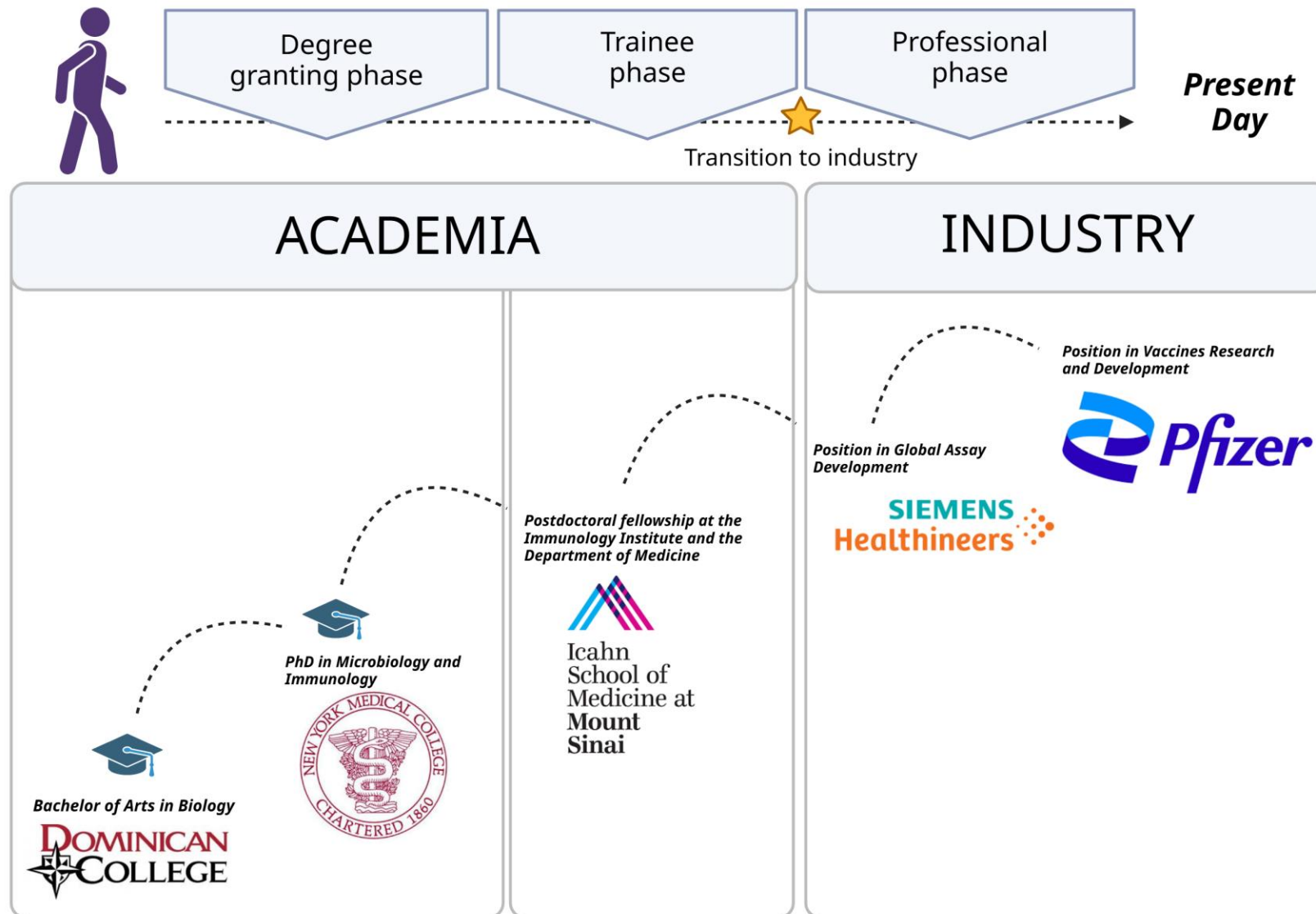
- Identify key stakeholders
- Know your friends and foes
- Learn Teamwork

Pivot from  
your  
mistakes  
and grow!

# Contact information and career path

**Michelle Gaylord, PhD**  
Associate Director, Clinical  
Diagnostics & Real World  
Evidence Assays  
Vaccines Research and  
Development, Pfizer

Preferred contact information:  
[michelle.gaylord@pfizer.com](mailto:michelle.gaylord@pfizer.com)



No two days are the same...

## Current role

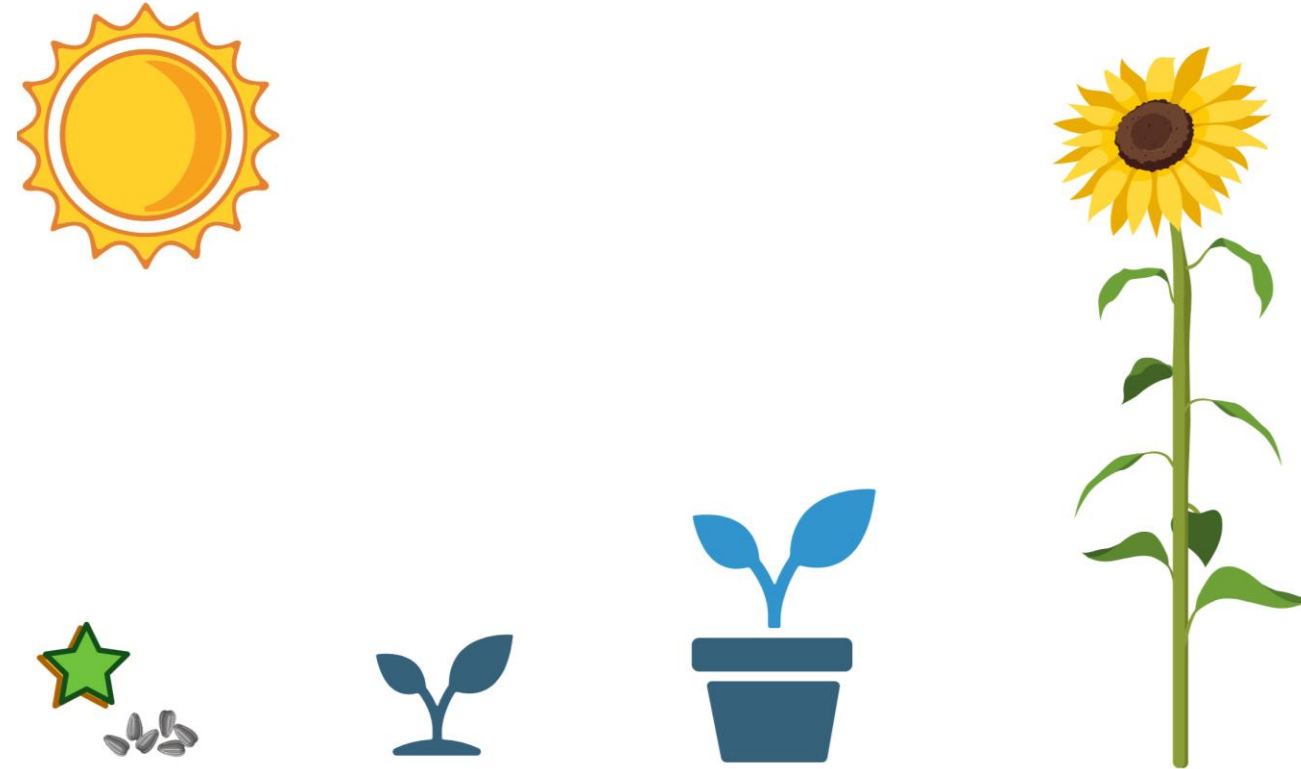
- Develop ligand-binding and diagnostic assays to support Pfizer's vaccine portfolio
- Evaluate new technologies to improve assay development and clinical testing workflow efficiency

## Typical Functions

- People Manager
- Troubleshooting
- Data Analysis and Interpretation
- Writing
- Presenting
- Project Management



It is never too early to start 'planting the seeds' for your career



Seed

Seedling

Flower



A photograph of a forest path. The path is made of stone steps and is surrounded by lush green foliage and tall trees. The trees have thin trunks and dense green leaves. The path leads into the distance, disappearing into the forest. The overall scene is peaceful and natural.

# BIOMEDICAL CAREER JOURNEY : Naveen Surendran, DVM, PhD

iJOBS program/Rutgers school of Graduate Studies

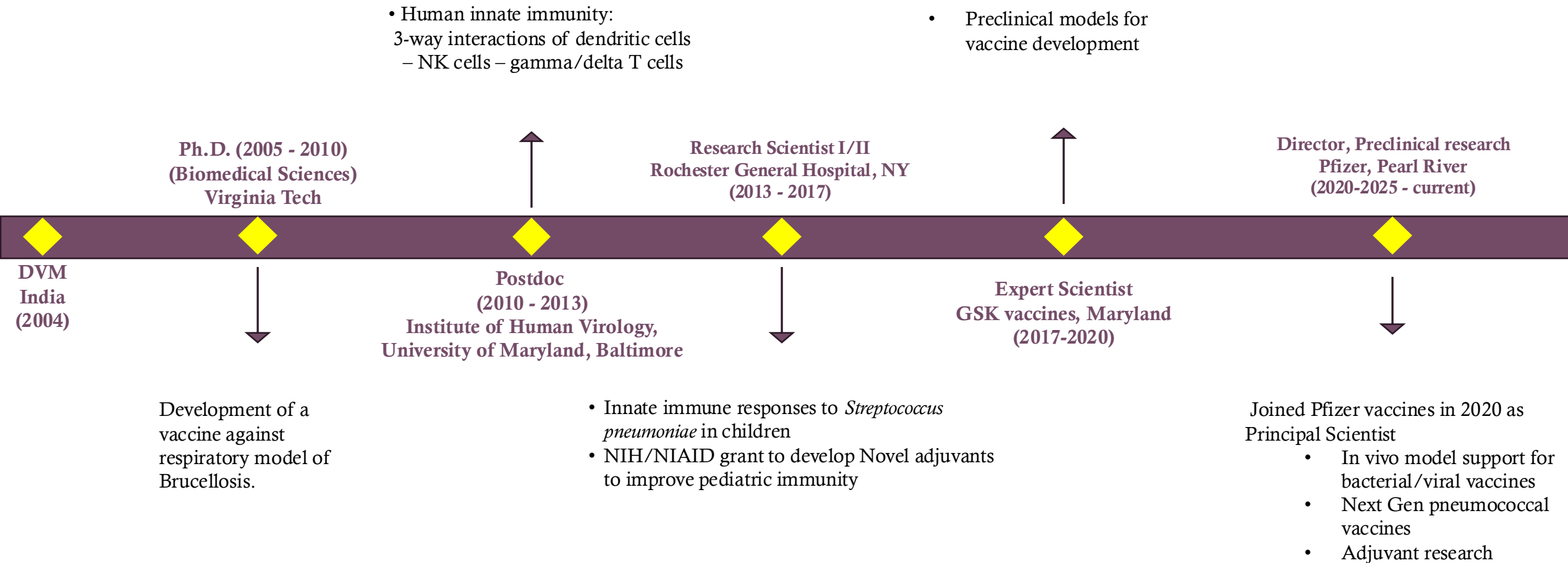
March 28, 2025



# CAREER TIMELINE



LINKEDIN.COM/IN/NAVEEN-SURENDRAN-51558140





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## DIRECTOR, PRECLINICAL RESEARCH, PFIZER VACCINES R&D (PEARL RIVER, NY)

Lead and oversee preclinical model development, immunogenicity and challenge studies and ensure their alignment with strategic objectives.

### **Team Collaboration**

Collaborate with various teams to drive projects forward and achieve common goals.

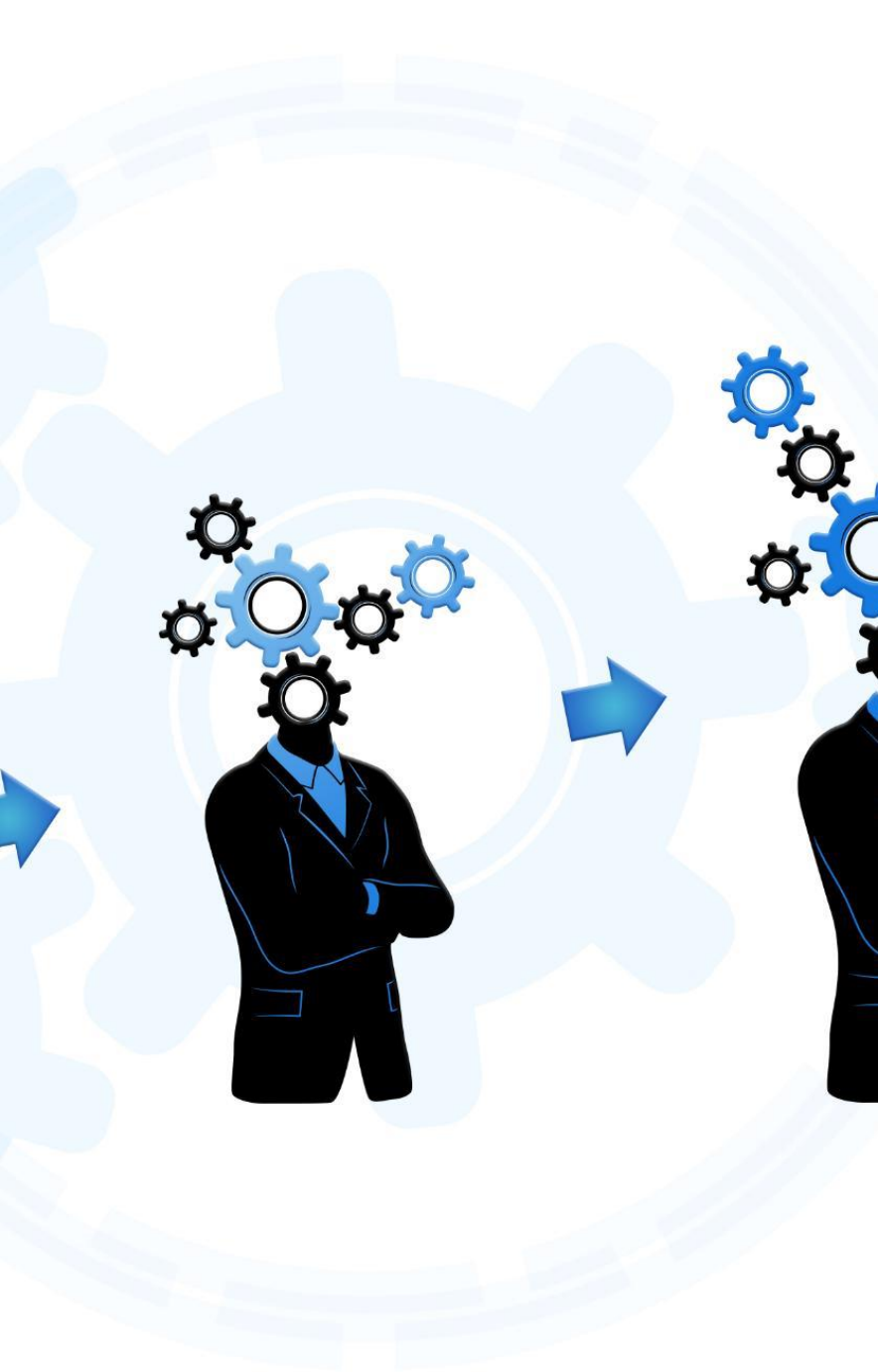
### **Manage a team**

Manage and guide a team of scientists to deliver on preclinical objectives

### **Prepare regulatory documents/publications**

Analyze/interpret data, help prepare publications, regulatory documents for pre/post licensure/approvals

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# ESSENTIAL SKILLS AND TIPS

## **Key Professional Skills**

Communication, problem-solving, and teamwork are vital for success

## **Relevant Qualifications**

Relevant degrees and certifications enhance expertise and improve job prospects in a competitive market. (Industry post-doc opportunities/internships)

## **Importance of Networking**

Building a professional network: Attend conferences/engage with people in your area of interest

LinkedIn helps in making connections and showcasing your professional achievements and skills.

## **Continuous engagement/feedback**

Participating in industry workshops and courses fosters continuous learning and enhances your skill set for career advancement.

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# Kayla Weiss, Ph.D.

Associate Director, Bacterial Vaccines and Technology  
kayla.weiss@pfizer.com

## B.S. at Michigan State University

- Bachelor of science in animal science as well as microbiology and molecular genetics
- Research assistant in an animal science laboratory funded by the USDA



## M.B.A at University of Illinois

- 1-year into an M.B.A. degree program!
- Goal: understand the business-science intersect



## Ph.D. at University of Iowa

- Doctoral degree in immunology, researching human respiratory viruses
- Mentored three students and was a teaching assistant
- Established collaborations to develop a new research area for the laboratory



## Pfizer Vaccine Research & Development

- Led team to develop regulated assays that quantify immune functions to support vaccine clinical trials
- Developed in vivo potency assays and subsequently coordinated drug product testing by contract research organizations
- Mentored seven scientists (non-direct reports)



## Post-Doctoral Training at Albert Einstein College of Medicine

- Post-doctoral training in bacterial and viral genetics
- Concurrent adjunct professor at CUNY, developed and taught two courses
- Informally led research team developing and investigating live-attenuated strains for use as vaccines



# What I do as an Associate Director in the Bacterial Vaccines and Technology Department at Pfizer's Vaccine Research & Development

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- I am responsible for directing and managing the research of designated bacterial vaccine projects.
- My duties encompass:
  - Supervising the pre-clinical advancement of bacterial vaccines.
  - Leading immunological evaluations related to vaccine clinical trials.
  - Coordinating research resources to facilitate investigations for licensed vaccines.
- My daily tasks involve:
  - Participating in and conducting meetings.
  - Managing and engaging in laboratory operations.





# Guidance that may Sound Simple.... but Took Me Years to Learn



- **Pass the Resume 10-Second Test**
  - Tailor and highlight content so all key points are communicated in 10 seconds
  - Develop and showcase your soft skills



- **Add Value, Get Value**
  - Excel at your job role for more new opportunities
  - Take on tasks that provide value to the business but also to yourself
- **Be(come) Agile**
  - Be open to new opportunities
  - Get comfortable with being uncomfortable

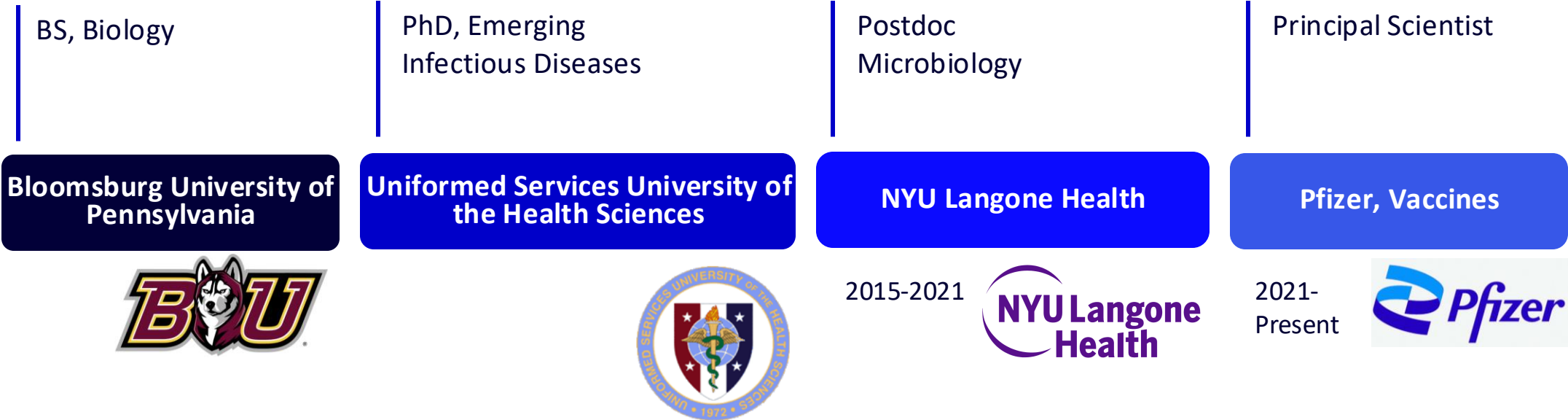


- **Treat Industry as a Profession**
  - Maintain your own work-life balance
  - Protect your time and what you spend your resources doing
- **Know your Values**
  - Find a role that complements your values and fuels your intrinsic motivation
  - Make sure your values align with your leadership's values

# Career Path

Tonia Zangari, PhD

[tonia.zangari@pfizer.com](mailto:tonia.zangari@pfizer.com)



# Current Role and Typical Functions

Principal Scientist, Pfizer Vaccines

- Clinical Immunology Group: assay development and clinical throughput

Assay Lead, Pneumococcal Biofunctional Assay in support of Prevnar

- Manage team of scientists who support, maintain, execute assays
  - GLP, compliance, regulation – data shared with the FDA
- Oversee assay consistency and quality
  - Thorough understanding of BFAs, design investigations, analyze data
- Presentations!
- Meetings!
- Professional development of self and team



# Advice for current trainees

- Find management opportunities of junior scientists or lab operations
  - Know biology of your assays, not just how to execute them
  - Become skilled communicator of science
  - Be well-rounded in scientific skill and knowledge
  - Don't sleep on the professional development and soft skills!
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- Informational interviews
  - Apply for positions!
    - Do your homework before the interview
    - Ask questions in your interview