



## Sanofi Becomes General Partner of Summer School Changellenge >> For Students and Graduates of the Leading Universities

**July 21, 2016, Moscow.** – *Sanofi has become the general partner of Summer School Changellenge >> for students and graduates, supporting an intensive course aimed at development of relevant practical skills in recent graduates.*

Significant changes have recently occurred in the pharma industry. Companies have acquired a broader view of potential candidates through creation of a special training and development programs for young professionals. “Five years ago we started thinking that we may experience shortage of personnel due to demographic slump of 1990-ies. The market is struggling for young talented, vigorous well-educated persons, motivated to achieve high performance. That was the reason why we developed training programs so that students have an opportunity to get to know our corporate environment in the undergraduate years at University and choose the most interesting areas for development. Summer School Changellenge >> sponsored by Sanofi is a bright example of such efforts. Summer School Changellenge >> is an intensive training course aimed at acquiring relevant practical skills by recent graduates. For Sanofi, involvement in the project means an opportunity to get to know the best young professionals who may pave the way into successful future for our company”, says Olga Gadetskaya, HR Director, Sanofi Russia.

Each employer has a list of corporate competences demanded of young professionals. Usually these include advanced skills in office software (good presentation making skills, handling large volumes of data), advanced knowledge of English, leadership qualities, strategic vision and other. However, many of these skills may only be acquired in practice, that is why employers are paying more and more attention to participation of students and young professionals with no work experience in various academic competitions, championships for solving relevant business tasks, professional trainings and master classes.

Sanofi, one of the best employers in Russia<sup>1</sup>, sees the importance of preparatory work with its potential employees. In May, 2016 Sanofi organized a case-championship for students and graduates of medical and business schools Sanofi Health Guardians to choose the most talented and motivated persons for participation in its training and development programs. The company is satisfied with the level of competence of young people, but every year management requirements for young professionals grow. Moreover special skills are often required in pharma industry, so Sanofi experts shared with participants the most topical and important skills at case vision lectures of Summer School Changellenge >> in the form of real case studies.

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<sup>1</sup> Sanofi enters top 5 companies in the Dream Employer category according to pharma web-portal medpred.ru. Besides, in 2015 superjob.ru web-portal assigned Sanofi a status of “Attractive Employer 2015”. The award was given based on results of a study performed by the portal among companies operating in Russia. Based on results of research performed by HeadHunter among companies operating in Russia, Sanofi is in top 100 of “Best Employer 2015 Rating”, at 40<sup>th</sup> position. Sanofi is at the leading position in the Pharmaceutical Industry and Medicine category. The award was given for sustainable commitment to employers, as well as for unique positioning of the company as an employer, successfully setting the company apart from competition and strengthening the image of the Dream Employer.



“We earnestly welcome the support of Summer School Changellenge >> by business. The aim of our project is to complement university theoretical education with quality practice. And here we cannot do without cooperation with business. At school participants solved a real case and got detailed feedback from Sanofi top managers. Besides, the office of the company has become the central site for project implementation enabling full engagement into the quality workflow and feeling the atmosphere of the market leader”, says Andrey Alyasov, General Director of Changellenge >> sharing his impressions about the project.

## **About Sanofi**

Sanofi is a global healthcare leader, holding 5th place worldwide in terms of sales (IMS data, 2015). From prevention to treatment, Sanofi transforms scientific innovation into healthcare solutions, in human vaccines, rare diseases, multiple sclerosis, oncology, immunology, infectious diseases, diabetes and cardiovascular solutions and consumer healthcare. More than 110,000 people at Sanofi are dedicated to make a difference on patients' daily life, wherever they live and enable them to enjoy a healthier life.

Sanofi has been present in Russia since 1970. Today the company has the leading position on the Russian pharmaceutical market.

## **About Summer School Changellenge >>**

Summer School Changellenge >> is an intensive educational 21-day training course aimed at career development of students and graduates. Guest experts from top companies help participants develop key business skills, solve case studies, successfully prequalify for positions at the leading companies. The curriculum of the school is developed taking into account requirements of TOP-50 companies according to Universum rating.

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