# Pharma Industry Careers in Canada

*A Reference Guide for Canadian PharmD Students & Advisors*

Compiled August 27, 2026

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## Contents


- 1. Fellowships & Residency Programs in Canada
- 2. Company Careers Pages (Early Talent / General Hiring)
- 3. Internship Opportunities in Canada
- 4. How Canada's Pharma Industry Differs from the U.S.
- 5. The TN Visa: How Canadians Apply to Work in U.S. Pharma
- 6. Student Groups & Industry Conferences in Canada


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## 1. Fellowships & Residency Programs in Canada

Unlike the U.S., Canada does not have a dense, university-partnered fellowship ecosystem (e.g. Rutgers, MCPHS, Howard, UNC). There are really only two true "fellowship-style" programs available to Canadian PharmD graduates.

### University of Toronto — Pharmaceutical Industry Residency Program (PIRP)

A 12-month (sometimes 24-month) educational residency administered by the Leslie Dan Faculty of Pharmacy, in cooperation with participating pharmaceutical companies. This is the closest Canadian equivalent to the U.S. fellowship model, and the single best on-ramp for a new PharmD grad with no industry experience.

- Participating companies (2026-27): Eli Lilly, Sanofi, and other rotating partners — 34 total residency positions across the cohort.
- Eligibility: legally eligible to work in Canada; pharmacist or final-year pharmacy student; graduated no earlier than 2018 (or within 5 years, per updated terms); degree from a CCAPP (Canada) or ACPE (USA) accredited program.
- Compensation: employee of the host company on a 1-year contract; salary was $59,160 CAD for the 2026-27 cohort.
- Timeline: application typically opens in September. Two-part process — Part 1 (eligibility) has closed as early as Oct 1, Part 2 (company-specific applications) as early as Oct 20 in recent cycles. An info session for the next cohort is usually held in mid-August.

**Program page:** https://www.pharmacy.utoronto.ca/programs/pharmaceutical-industry-residency-program

**Contact:** pharm.residency@utoronto.ca

**PHARMACEUTICAL INDUSTRY RESIDENCY PROGRAM**
**Administered by**
**LESLIE DAN FACULTY OF PHARMACY**
**University of Toronto**

## Positions for 2026-27 Cohort

| Company | Specialty | # of positions |
|---|---|---|
| AbbVie – Montreal or Toronto | Market Access, Immunology and Oncology | 1 |
| Amgen | Medical Information and Medical Affairs | 2 |
| | Value, Market Access & Policy | 1 |
| Alexion AstraZeneca | Global Medical Information & Medical Review | 1 |
| AstraZeneca | Global Clinical Development, Oncology | 1 |
| | Market Access | 1 |
| Bayer | Medical Affairs, Oncology | 1 |
| | **Market Access** | 1 |
| Biogen | **Market Access, Rare Disease** | 1 |
| Boehringer Ingelheim | Medical Affairs, Oncology and Mental Health | 1 |
| | Medical Affairs, Inflammation | 1 |
| Eisai | Medical Affairs, Oncology and Neurology | 1 |
| Gilead | Medical Affairs, HIV and Oncology | 1 |
| Lilly | Medical Affairs, Medical Information | 1 |
| | Medical Affairs, Oncology | 1 |
| | Market Access, Pricing and Reimbursement | 1 |
| Medison | Medical Affairs | 1 |
| Sanofi | Medical Affairs, Oncology | 1 |
| | Medical Affairs, Rare Diseases | 1 |
| | Medical Affairs, Immunology | 1 |
| | Medical Affairs, Dermatology | 1 |
| | Medical Affairs, Respirology | 1 |
| | Medical Affairs, GI and Nasal Polyps | 1 |
| | Medical Operations & Transformation | 1 |
| | Medical Affairs, Vaccines | 1 |
| | Medical Affairs, General Medicine | 1 |
| | Market Access, Dupixent | 1 |
| | Market Access, General Medicine | 1 |
| | Market Access, Oncology and Rare Diseases | 1 |
| **Takeda** | **Medical Affairs, Oncology** | **1** |
| | **Total Positions** | **31** |

***Note:*** ***As of October 9, 2025. Available residency positions may change as circumstances evolve. Bolded positions are anticipated but have not yet been confirmed. Residencies are 12 months in duration. All positions are based in the greater Toronto area unless otherwise indicated. Residencies are not virtual.***

### Novo Nordisk PharmD Fellowship — Mississauga, ON

A standalone, company-run fellowship (not university-partnered) at Novo Nordisk's Canadian affiliate office. This is the one major pharma company running its own named fellowship independent of PIRP.

- Focus areas: Medical Affairs, Regulatory Affairs, Market Development & Promotional Education, Medical Information, Health Economics & Outcomes Research (HEOR).
- Length: 1-2 years, with instructor-led training and guided mentorship.

- Eligibility: recent or upcoming PharmD graduate from an ACPE-accredited college of pharmacy; fluent English required.
- Timeline: applications open in September, close in December; fellows begin the following September.
- Notable: the Canada track reports a 100% retention rate into permanent roles (vs. 72% for the U.S. track), per the company's own program FAQ.

**Program page:**
https://www.novonordisk-us.com/careers/early-career-programs/fellowships-scholarships/pharmd-fellowship.html

**Job postings:** https://www.novonordisk-us.com/careers/find-a-job.html

*Note: Outside these two programs, GSK, Pfizer, Merck, Novartis, AbbVie, J&J/Janssen, AstraZeneca, Amgen, Bayer, and Boehringer Ingelheim do not run their own named fellowships in Canada. Where they appear, it's as participating companies inside PIRP (e.g., Lilly, Sanofi) or through standard hiring — not a separate fellowship brochure.*

## 2. Company Careers Pages (Early Talent / General Hiring)

These are not fellowships, but are worth bookmarking and setting job alerts on — postings for internships, co-ops, and entry-level roles rotate through these pages seasonally.

### Multinational pharma — dedicated Canada / Canada-branded pages

| Company | Page | Notes |
|---|---|---|
| Lilly Canada | lilly.com/en-CA/careers | Also links directly to PIRP application |
| Sanofi | jobs.sanofi.com/en/early-talent | Global Early Talent hub; filter for Canada/Toronto |
| GSK Canada | jobs.gsk.com/en-ca/jobs | General job search portal |
| Merck Canada | merck.ca/en/careers | Runs Summer Internship + Co-Op programs directly |
| Novartis Canada | novartis.com/ca-en/careers | Filter listings by Canada location |
| Pfizer Canada | pfizer.ca | Corporate site; careers linked from here |
| AbbVie Canada | abbvie.ca/en/careers.html | Canadian affiliate site; links to global job search |
| Roche Canada | careers.roche.com/global/en/canada | Pharma hub in Mississauga; Diagnostics HQ in Laval, QC |
| Bristol Myers Squibb Canada | careers.bms.com/ca | Dedicated Canada careers landing page |

### Multinational pharma — global portal, filter by Canada location

| Company | Page | Notes |
|---|---|---|
| AstraZeneca | careers.astrazeneca.com | Pre-filtered Canada job listing link |

| Company | Page | Notes |
|---|---|---|
| Johnson & Johnson / Janssen | careers.jnj.com | Janssen is J&J's pharma division; filter by Canada/Markham, ON |
| Amgen | careers.amgen.com | Global portal; filter by Canada |
| Bayer | career.bayer.com | Global portal; filter by Canada |

### Canadian-headquartered pharma (not a national affiliate of a foreign parent)

These companies are Canadian by origin and ownership, not just a branch office of a U.S. or European multinational — meaning their R&D, executive leadership, and corporate functions are actually based in Canada, not just their sales/medical affiliate teams.

| Company | HQ / Focus | Page |
|---|---|---|
| Apotex | Toronto, ON — Canada's largest domestic pharma company; largest generic-drug producer in the country, ~8,000+ employees globally | apotex.com/ca/en/careers |
| Pharmascience | Montreal, QC — major generic/specialty pharma; runs its own internship program (see Section 3) | careers.pharmascience.com |
| Bausch Health | Laval, QC — large diversified pharma (formerly Valeant); global operations spanning eye health, dermatology, GI, and neurology | bauschhealth.ca/careers |
| Knight Therapeutics | Montreal, QC — specialty pharma focused on in-licensing and commercializing innovative products across Canada and Latin America | search via Indeed / LinkedIn |
| Zymeworks | Vancouver, BC — publicly traded biotech (Nasdaq: ZYME); develops protein/antibody therapeutics for cancer and autoimmune disease; more R&D/science-track than commercial | zymeworks.com/careers |
| Teva Canada | Toronto/Scarborough, ON — one of Canada's largest generic manufacturers; note Teva's global parent is Israel-based, but Teva Canada originated as the Canadian company Novopharm | search via Indeed / LinkedIn |

*Note: Apotex, Pharmascience, Bausch Health, Knight Therapeutics, and Zymeworks are worth flagging specifically: as Canadian-headquartered (or Canadian-originated) companies rather than national affiliates of a U.S./European parent, they tend to host more senior functional and R&D roles inside Canada long-term, versus multinationals whose Canadian offices are typically sales/medical/regulatory affiliates. Zymeworks in particular is a strong option for students interested in drug discovery science rather than commercial/regulatory tracks.*

Companies with no distinct Canadian early-career microsite found (search directly via company + "Canada careers" or set LinkedIn/Indeed job alerts):

- Takeda Canada
- Gilead Sciences Canada
- Boehringer Ingelheim Canada

### How to set up job alerts on LinkedIn

Since several of the companies above route Canadian applicants through a global portal or don't have a stable dedicated page, a saved LinkedIn job alert is the most reliable way to catch new postings as they go up — for both keyword-based searches and specific companies.

**Option A — Keyword/role-based alert (e.g. "PharmD", "Regulatory Affairs", "Medical Science Liaison")**

- 1. Go to linkedin.com/jobs (or tap Jobs in the mobile app) and log in.
- 2. Enter a job title or keyword in the search bar — e.g. "PharmD", "Regulatory Affairs Associate", or "Medical Science Liaison".
- 3. Enter a location — e.g. "Toronto, Ontario, Canada" or "Canada" for a nationwide search.
- 4. Apply filters as needed: Date posted, Job type (full-time, internship, co-op), Experience level.
- 5. Once results load, find the "Job alert" toggle near the top of the results list (labeled "Set alert" on some devices) and switch it On.
- 6. Choose a notification frequency — Daily or Weekly — and click "Create alert."
- 7. LinkedIn will now email and/or send an in-app notification whenever a new job matching that search is posted.

**Option B — Company-specific alert (e.g. follow Lilly Canada, Sanofi, or Apotex directly)**

- 1. Search for the company on LinkedIn and open its Company Page.
- 2. Click the "Jobs" tab on the left side of the company page.
- 3. Click "Create job alert."
- 4. Optionally narrow by job title or location, then set a notification frequency.
- 5. Click "Create job alert" to confirm — you'll now be notified any time that company posts a new role, regardless of title.

Managing alerts: go to the Jobs tab → Preferences → Job alerts to view, edit, or delete any active alert (keyword or company-based) at any time.

- Tip: keep alerts specific — a broad search like "Pharmacist" will flood the inbox; "PharmD Regulatory Affairs Toronto" or a company-specific alert is far more useful.
- Tip: set both a broad national alert ("PharmD, Canada") and 3-5 company-specific alerts for the top target employers from Sections 1-2 above.
- Tip: alerts are private — companies and recruiters cannot see that a student has set an alert on their postings.

## 3. Internship Opportunities in Canada

Internships are far more accessible than fellowships since they don't require licensure, and they're the highest-leverage early move for students still in their PharmD program — many first industry jobs trace back to a summer internship that converted to a full-time offer.

| Company / Program | Details | Link |
|---|---|---|
| **Lilly Canada — Summer Student Program** | For post-secondary students; general pharma-function exposure | lilly.com |
| **Merck Canada — Summer Internship & Co-Op** | Internships: 15 weeks, May-Aug. Co-Ops: 4-6 months. Also offers a $5,000 CAD Indigenous Student Scholarship | merck.ca |

| | | |
|---|---|---|
| **Pharmascience — Next Generation Leaders** | Summer internship at one of Canada's largest domestically-owned pharma companies | pharmascience.com |
| **Roche** | CMC Regulatory Affairs Intern<br>Health Data Strategy Operations<br>Medical Strategy Intern<br>Global Clinical Operations Excellence Intern<br>Operations Associate Intern | https://tinyurl.com/59fd9had |
| **Sanofi Canada** | January 2027 Co Op University Recruitment Program | https://tinyurl.com/unjyn7hb |
| **Johnson and Johnson MedTech** | Marketing Co-Op | https://tinyurl.com/54yn4h4y |
| **Apotex** | Student Coordinator, Global Procurement, Strategic | https://tinyurl.com/366rm5av |

### Job-board searches worth saving

- LinkedIn — Pharmaceutical Intern jobs, Canada — https://ca.linkedin.com/jobs/pharmaceutical-intern-jobs
- Indeed — Pharmaceutical Summer Internship, Toronto — https://ca.indeed.com/q-summer-internship,-pharmaceutical-l-toronto,-on-jobs.html

*Note: Pharmascience is worth flagging specifically to students: as a Canadian-headquartered company (not a national affiliate of a U.S./multinational parent), it may offer more senior functional roles based in Canada long-term.*

## 4. How Canada's Pharma Industry Differs from the U.S.

| Dimension | Canada | United States |
|---|---|---|
| Market size | 9th largest globally (~$51B, ~2% of world sales) | Largest single market in the world |
| Typical company presence | National/regional affiliate | HQ, global R&D, corporate strategy |
| Pricing environment | Government price ceilings (PMPRB); collective provincial negotiation (pCPA) | Free-market pricing; private payer/PBM negotiation |
| Regulator | Health Canada (approval) + PMPRB (pricing) | FDA (approval only; no pricing role) |
| Typical job mix | Medical affairs, regulatory, market access, commercial | Same, plus discovery R&D, global strategy, corporate roles |
| Fellowship density | ~2 formal programs (PIRP, Novo Nordisk) | Dozens, across a mature university network |

Bottom line: a PharmD staying in Canada can build a strong, stable industry career — concentrated in medical affairs, regulatory, and market access — inside a smaller market with real government price negotiation shaping the work. The U.S. offers a much wider functional range (including discovery science and global strategy roles) and a far deeper fellowship pipeline to get in the door, which is why the visa question below matters for ambitious students.

## 5. The TN Visa: How Canadians Apply to Work in U.S. Pharma

The TN ("Trade NAFTA") visa category, created under NAFTA and continued under USMCA, lets Canadian citizens work in the U.S. in specific pre-approved professional occupations — including Pharmacist — without the H-1B lottery. It is the single biggest structural advantage Canadian PharmD grads have over other international applicants pursuing U.S. pharma roles.

### Why TN matters for pharma job-seekers

- No annual cap and no lottery, unlike H-1B (which has roughly a 20% random-selection approval rate).
- Canadian citizens can apply directly at a U.S. port of entry or Canada-based CBP preclearance station — often approved the same day.
- Lower cost and less paperwork for the employer than sponsoring H-1B.
- Issued in up to 3-year increments and renewable indefinitely (though it is technically a non-immigrant, temporary category).

### Eligibility basics

- Must be a Canadian citizen (permanent residents of Canada do not qualify — citizenship is required).
- Must hold a job offer from a U.S. employer in a qualifying USMCA Appendix 1603.D.1 profession. Pharmacist is explicitly listed under "Medical / Allied Health Professional."
- Must hold the specific degree/credential tied to the profession — as of 2026, substituting years of experience for a missing credential is no longer accepted.
- Job duties actually performed must match the listed occupation, not just the job title.

### Step-by-step: how to apply

- 1. Secure a job offer from a U.S. employer for a role matching a USMCA-listed profession.
- 2. Ask the employer to prepare a TN support letter — this is the core of the application. It should clearly describe the job duties, confirm they match the qualifying profession, state the anticipated length of employment, and confirm your credentials/salary are appropriate.
- 3. Gather supporting documents: proof of Canadian citizenship (passport), your degree/license credentials, and the employer's support letter.
- 4. As of 2026, Canadian citizens can only complete TN admission at a CBP preclearance or preflight inspection station located within Canada (preflight stations outside Canada, e.g. in Ireland or the Caribbean, no longer process TN applications) — or at a land border crossing / U.S. airport with CBP presence.
- 5. Present all documents to the CBP officer at the port of entry. If approved, TN status is typically granted the same day, in increments of up to 3 years.
- 6. Renew before expiry — there is no cap on the number of renewals, but each renewal is reviewed on its own merits, and scrutiny has increased in recent cycles.

### Practical notes for PharmD applicants

- Ask any U.S. fellowship or employer directly whether they will process TN status — many programs' "no visa sponsorship" language is written with H-1B in mind and doesn't always address TN, which is a much lower lift for an employer.
- There is no official minimum salary requirement for TN, but compensation should be in line with what U.S. workers earn in the same role.
- TN is a non-immigrant category (no formal "immigrant intent" at the time of application), though many TN holders do eventually transition to a green card via employer sponsorship later in their career.

**Official USCIS reference:**
https://www.uscis.gov/working-in-the-united-states/temporary-workers/tn-nafta-professionals

*Note: Immigration rules and CBP practices change; confirm current requirements with the employer's immigration counsel or an immigration attorney before a student's actual border crossing.*

## 6. Student Groups & Industry Conferences in Canada

### Canadian Association of Pharmacy Students and Interns (CAPSI / ACEIP)

The national association representing pharmacy students and interns across all accredited pharmacy faculties in Canada (over 4,000 members). Strongly recommended for any Canadian PharmD student — this is the primary national network and gateway to conferences, awards, and cross-school connections.

- Professional Development Week (PDW) — the largest pharmacy conference in Canada, held every January, hosted by a different Canadian pharmacy school each year. Four days of networking, skills sessions, and exposure to the profession, including industry-adjacent programming.
- Also connects students to the IPSF Pan American Regional Symposium and World Congress (international pharmacy student federation events).

**CAPSI homepage:** https://capsi.ca/

**PDW info:** https://capsi.ca/pdw/

### Industry & biotech-focused events (open to students, more industry-facing)

- BIOTECanada — Canada @ BIO — Canada's national biotech industry pavilion at the annual BIO International Convention; features direct engagement with global pharma companies on R&D priorities and partnership needs. Excellent for students wanting exposure to the business/BD side of the industry.
- ISPE (International Society for Pharmaceutical Engineering) — Annual Meeting & Expo, plus a dedicated Student Membership program with internship-program information for students specifically interested in manufacturing, quality, and operations.
- Local/regional life-sciences hubs — MaRS Discovery District (Toronto), Life Sciences Ontario, Montreal InVivo, and Life Sciences British Columbia regularly run networking events, panels, and career sessions connecting students to industry professionals.

**BIOTECanada — Canada @ BIO:** https://www.biotech.ca/about/canada-bio/

**ISPE Student Membership:** https://ispe.org/membership/students/internship-program

### DIA Canada Annual Meeting

This is probably the **single best industry-specific conference**.
The 2026 DIA Canada Annual Meeting is **October 26–27, 2026 in Gatineau, Quebec**, with dedicated tracks in **Regulatory, Clinical, and Safety/Pharmacovigilance**.
And importantly for students, DIA currently lists a **$89 student registration rate**, subject to approval.
The attendee/program profile is extremely relevant to PharmD careers:

- Regulatory Affairs
- Medical Affairs
- Clinical research
- Pharmacovigilance
- Drug safety
- Quality
- R&D

- Real-world evidence
- Scientific communications

The 2026 speaker lineup also includes people from **Health Canada, Bayer, Takeda, Teva, Merck and other pharma organizations**.

### Market Access Summit Canada

**Market access is one of the most important Canadian pharma career paths**, and it's something students can easily overlook.

The 2026 Market Access Summit is **October 6–7 in Toronto** and focuses on:

- Market access
- HTA
- HEOR
- Reimbursement
- Pricing
- Pharmacare
- RWE
- Patient access programs
- Government affairs
- Medical affairs

The speaker list is especially interesting for PharmD students: it includes people from **AstraZeneca, Sanofi, Merck, Gilead, Amgen, Bayer, Roche and Biocon Biologics**, as well as Canadian health-system organizations.

### Health Canada / FDA / MHRA regulatory conferences

An opportunity to hear **regulators and industry people in the same room**.

For example, the 2026 FDA/MHRA/Health Canada symposium in Ottawa covered:

- Good Clinical Practice
- Bioequivalence
- Pharmacovigilance
- ICH E6(R3)
- Clinical trial quality
- Regulatory expectations

It brought together regulators, pharmaceutical/biotech companies, CROs, researchers and academics.

### CAPT-ACTP Annual Conference

The Canadian Association for Population Therapeutics conference is **September 28–29, 2026 at MaRS in Toronto**. The 2026 program includes:

- HTA
- Drug access
- Private payer HTA
- RWE
- AI in RWE
- Health-system policy
- Therapeutics
- Medical devices

It also has **student oral presentations, posters, student-focused programming and a networking breakfast**. Students with accepted abstracts can receive complimentary registration.

*Note: A broad aggregator (allconferencealert.com / conferencealerts.co.in) lists dozens of academic pharmacy/pharmaceutical conferences hosted in Canada each year, concentrated in Toronto, Ottawa, Montreal, and Vancouver — useful for finding niche/topic-specific events, but CAPSI's PDW and BIOTECanada's events are the two most directly useful for career networking.*

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*This document reflects publicly available information as of the compilation date above. Application deadlines, eligibility rules, and immigration requirements change — always confirm current details directly with each program or with qualified immigration counsel before a student applies or travels.*