BICARA THERAPEUTICS™

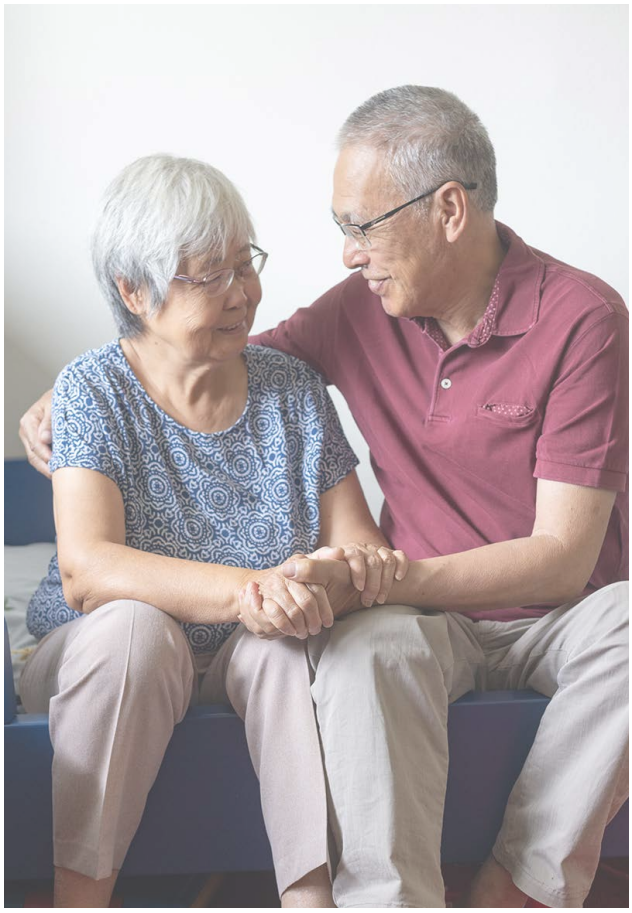
Bicara Therapeutics PharmD Fellowship Program

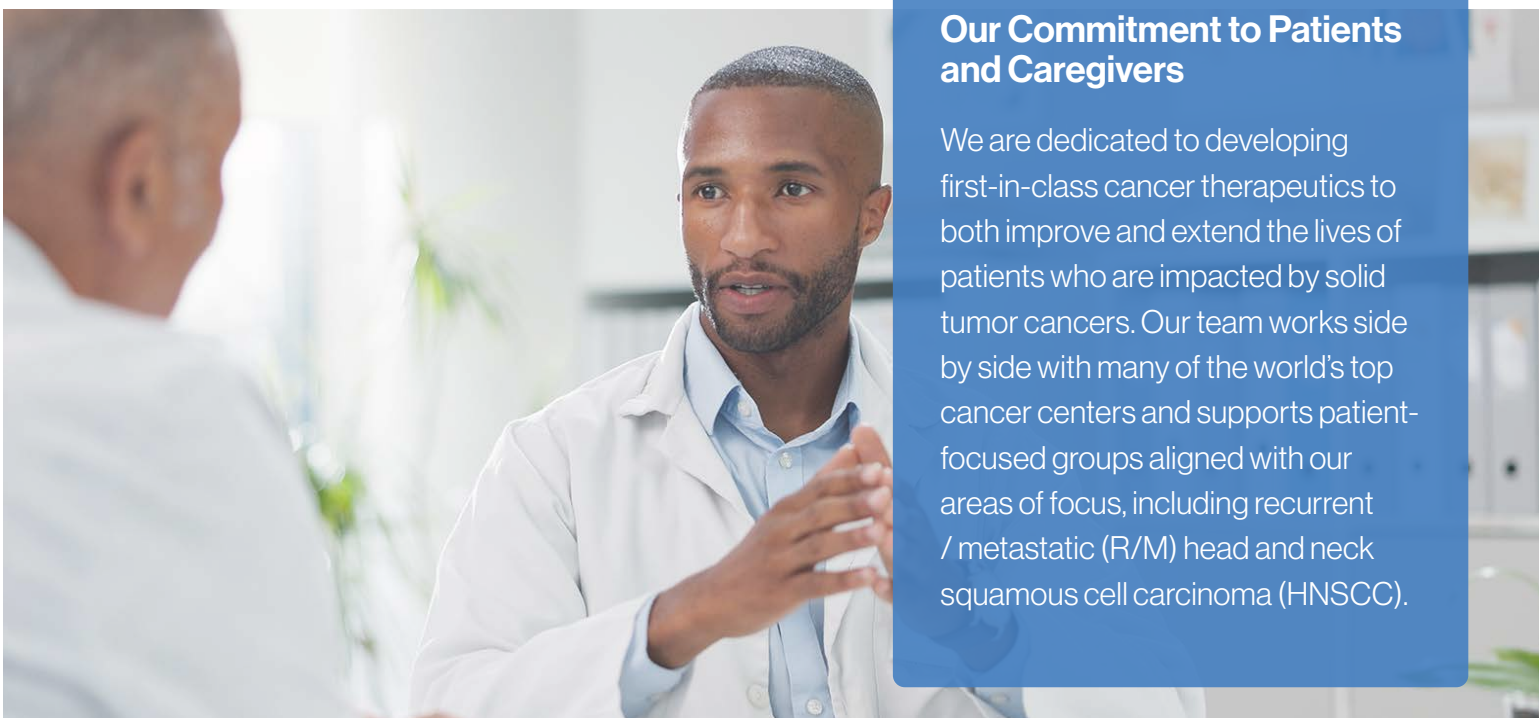
2027 - 2029

Content

About Bicara

Bicara is a clinical-stage biopharmaceutical company committed to bringing transformative bifunctional therapies to patients with solid tumors. Bicara has built a platform designed to facilitate the development of bifunctional therapies that precisely target the tumor and deliver a tumor-modulating payload to the tumor site. This approach was deployed in the development of Bicara's lead program with ficerafusp alfa, formerly BCA101, a bifunctional epidermal growth factor receptor (EGFR) directed monoclonal antibody bound to a human transforming growth factor beta (TGF-β) ligand trap. By combining these two clinically validated targets, ficerafusp alfa has the potential to exert potent anti-tumor activity by simultaneously blocking both cancer cell-intrinsic EGFR survival and proliferation, as well as the immunosuppressive TGF-β signaling within the tumor microenvironment (TME). Ficerafusp alfa directs the TGF-β inhibitor into the immediate TME through the binding of EGFR on tumor cells, which Bicara believes will lead to deep and durable responses and an increase in overall survival, while reducing the potential adverse effects previously associated with systemic TGF-β inhibition. Ficerafusp alfa is being developed in head and neck squamous cell carcinoma, where there remains a significant unmet need, as well as other solid tumor types.





Our Commitment to Patients and Caregivers

We are dedicated to developing first-in-class cancer therapeutics to both improve and extend the lives of patients who are impacted by solid tumor cancers. Our team works side by side with many of the world's top cancer centers and supports patient-focused groups aligned with our areas of focus, including recurrent / metastatic (R/M) head and neck squamous cell carcinoma (HNSCC).

Our lead investigational therapy, ficerafusp alfa (BCA101), is a first-in-class, bifunctional EGFR/TGF-β antibody specifically designed to drive tumor penetration for deep and durable responses in multiple solid tumor cancers.

Mission

We are dedicated to improving the lives of people living with cancer through the development of innovative targeted therapies. Our primary focus is to deliver first-in-class treatments that provide meaningful and durable benefits for patients, bringing hope and control back into their lives.

Values

Powered by People for Patients

- Connect every task to the patient
- Support each other by actively listening
- Share your viewpoint, then embrace the direction

Adaptive Momentum

- Move with purpose and precision
- Pivot when the data demands it
- Spot the swirl and pause

Candor that Elevates

- Share information to keep us aligned
- Build relationships to support real feedback
- Address the behavior, respect the person

Community Impact

Bicara is committed to making a difference both inside and outside the workplace. By partnering with a variety of community organizations, our employees participate in volunteer activities that support local causes, strengthen community connections, and reflect our shared commitment to service.

A Bed for Every Child Volunteer Event

Cradles to Crayons Volunteer Event

Supporting Head & Neck Cancer Alliance

Bicara/MCPHS Fellowship Program

The PharmD Fellowship Program was established through a partnership between Bicara and Massachusetts College of Pharmacy and Health Sciences (MCPHS) to bridge academic training with real-world biopharmaceutical industry experience. This program will equip fellows with a broad understanding of the pharmaceutical and biotechnology landscape through immersive, hands-on training across multiple disciplines. By combining practical industry experience, mentorship from experienced professionals, and ongoing academic development, the fellowship prepares PharmD candidates to contribute meaningfully to the advancement of innovative medicines while developing the skills needed to become future leaders within the industry.

Global Drug Safety

1 position
Based in Boston, MA

Global Regulatory Affairs

1 position
Based in Boston, MA

*"**The PharmD Fellowship** program is an immersive, hands-on training across the pharmaceutical and biotechnology landscape — preparing PharmD candidates to contribute meaningfully to the advancement of innovative medicines.*

A Letter from Bicara's PharmD Fellowship Executive Sponsor

As a PharmD, I know how transformative the right learning environment can be in shaping a career in the pharmaceutical industry. We are excited to invite PharmD candidates to explore the Bicara/MCPHS Fellowship program, where fellows will have the unique opportunity to gain meaningful, hands-on experience across multiple facets of drug development. Throughout the program, our fellows will be empowered to lead projects that directly support our mission of advancing innovative therapies and improving the lives of people living with cancer.

Our enthusiasm for launching this program is rooted in experience. Many of our high-performing team members began their careers as PharmD fellows, and we have seen firsthand the tremendous value they bring through their scientific expertise, fresh perspectives, and ability to solve complex challenges. Their success reinforces our commitment to investing in the next generation of talent.

At Bicara, we are committed to fostering an environment where fellows can learn, grow, and make meaningful contributions while building the knowledge, critical thinking skills, and cross-functional experience needed to tackle the complex challenges facing our industry. We appreciate your interest in Bicara Therapeutics and wish you much success as you explore this exciting new step in your career.

Ryan Cohlhepp, PharmD
President and Chief Operating Officer

About

Ryan is an experienced company builder and operator with 20+ years in biopharma, spanning discovery through commercialization. At Bicara, he leads enterprise strategy and execution across portfolio development, clinical advancement, commercial readiness, and partnerships.

Previously, he was a founding executive at Rheos Medicines, an immuno-metabolism company launched by Third Rock Ventures, where he helped shape the company's scientific, portfolio, and partnering strategies. Earlier, he spent over a decade at Takeda in roles spanning R&D and Commercial, ultimately leading the U.S. oncology business, which included four approved therapies across hematologic malignancies and solid tumors.

Ryan is an active supporter of patient advocacy and cancer research. Working with the Multiple Myeloma Research Foundation, he summitted Mount Kilimanjaro's 19,341-foot Uhuru Peak to help raise funds and visibility for patients and their caregivers.

Ryan earned his Doctor of Pharmacy from Purdue University, where he serves on the university's Dean's Advisory Council.

Global Drug Safety

2-Year Program

Onboarding → Safety Sciences → Elective Rotation* → Return To Safety Sciences

* The fellow may elect to rotate in another functional area based upon interest and availability

GDS plays a critical role in protecting patients by identifying, evaluating, and managing potential safety risks associated with study treatments.

Program Overview

Global Drug Safety (GDS) is responsible for the continuous monitoring, assessment, and communication of the safety profile of investigational therapies throughout clinical development. GDS plays a critical role in protecting patients by identifying, evaluating, and managing potential safety risks associated with study treatments.

The fellow will gain direct exposure to the processes and systems used to evaluate adverse events, perform safety surveillance, support regulatory obligations, and contribute to the overall safety strategy by helping characterize and communicate the evolving safety profile of the company's investigational product.

During the Fellowship, the Fellow Will:

- Develop foundational and advanced knowledge of global safety principles and regulatory requirements applicable to investigational products.
- Support in aggregate safety reporting activities, including Development Safety Update Reports (DSURs) and Periodic Safety Update Reports (PSURs).
- Utilize scientific knowledge and research to support safety surveillance activities including safety signal assessments and safety trend analyses.
- Participate in cross-functional team activities involving clinical development, regulatory affairs, biostatistics and data management to disseminate key messaging.
- Contribute to the development and review of key safety information for investigator's brochures, informed consent forms, safety management plans, and risk management documents.
- Collaborate with clinical and medical teams to evaluate emerging safety data and support benefit-risk assessments for investigational therapies.
- Enhance scientific communication and leadership skills through presentations, cross-functional collaboration, and participation in strategic safety discussions.

Global Drug Safety Fellowship Team

Ashlee Horgan, PharmD, RPh

Global Drug Safety Program Director

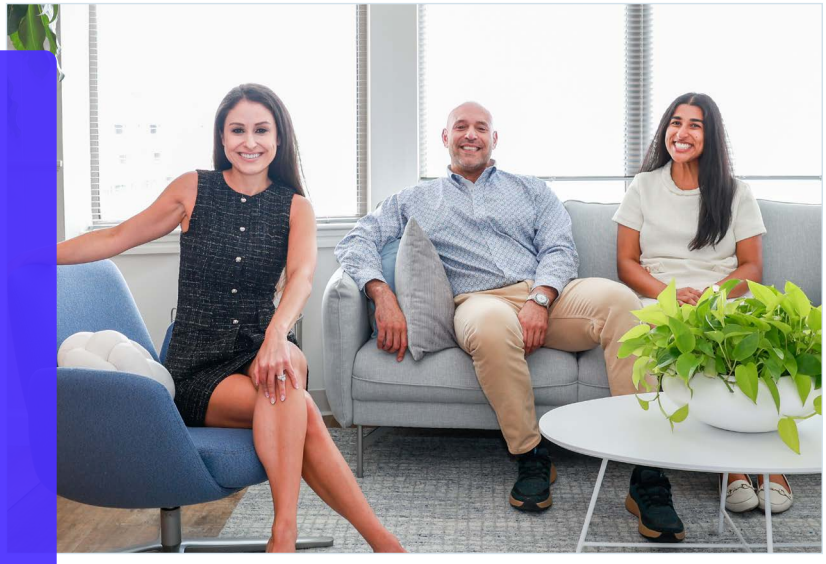
Ashlee Horgan is the Senior Director, Safety Sciences and Head of Benefit-Risk Management at Bicara, where she leads safety oversight and benefit-risk assessment for Bicara's lead oncology asset and advances global drug safety processes. Prior to Bicara, she held drug safety roles at Alexion, AstraZeneca Rare Disease, Takeda Pharmaceuticals, and Sanofi Genzyme. Ashlee also served as PharmD Fellowship Program Lead at Alexion, AstraZeneca Rare Disease and is an alumna of the Sanofi Genzyme PharmD Fellowship Program. She received her Doctor of Pharmacy degree from Albany College of Pharmacy and Health Sciences and a Graduate Certificate in Regulatory Affairs from Massachusetts College of Pharmacy and Health Sciences.

Janki Patel, PharmD, RPh

Global Drug Safety Program Preceptor

Janki Patel is an Associate Director, Safety Sciences and Operations on the Global Drug Safety team at Bicara. In her role, she is responsible for actively monitoring the safety profile to ensure a positive benefit-risk profile for Bicara's lead oncology asset and supporting safety operations activities to ensure regulatory compliance. Prior to joining Bicara, Janki began her career in drug safety at Alexion, AstraZeneca Rare Disease by completing a two-year PharmD Fellowship and continuing as a Safety Scientist. Janki received her Doctor of Pharmacy from Northeastern University and her Graduate Certificate in Public Health from Massachusetts College of Pharmacy and Health Sciences.

> ***Fellows master the science and strategy of drug safety—signal detection, aggregate reporting, and benefit-risk assessment—through hands-on, cross-functional work.***



Global Regulatory Affairs

2-Year Program

Onboarding **Regulatory Affairs**

Experiential training program designed to develop future regulatory professionals through hands-on involvement in the development and execution of global regulatory strategies for innovative oncology therapies.

Gaining Broad Exposure to Regulatory Affairs

- Regulatory strategy
- Health authority interactions
- Submission planning and execution
- Regulatory intelligence

Program Overview

The Global Regulatory Affairs Fellowship at Bicara is a two-year experiential training program designed to develop future regulatory professionals through hands-on involvement in the development and execution of global regulatory strategies for innovative oncology therapies. Fellows will work alongside experienced regulatory leaders and collaborate with cross-functional teams to support development activities.

Through progressive responsibility and mentorship, fellows will gain experience in regulatory strategy, health authority interactions, submission planning and execution, and regulatory intelligence. The program is designed to provide broad exposure to the role of Regulatory Affairs as a strategic partner within drug development while fostering the technical, leadership, and communication skills necessary for a successful career in the biopharmaceutical industry.

During the Fellowship, the Fellow Will:

- Develop an understanding of the global regulatory frameworks and the role of Regulatory Affairs in advancing pharmaceutical products throughout the development lifecycle.
- Contribute to the development and execution of regulatory strategies that support clinical development and registration objectives.
- Gain experience supporting interactions with global health authorities, including preparation of briefing materials, meeting strategy development, and regulatory communications.
- Participate in the planning, preparation, review, and maintenance of regulatory submissions, including investigational and potential marketing applications.
- Conduct regulatory intelligence and precedent analyses to inform regulatory decision-making and support development strategies.
- Collaborate with cross-functional partners including Clinical Development, Clinical Operations, Drug Safety, Medical Writing, Quality, CMC, and Commercial to support regulatory objectives and product advancement.
- Build experience and expertise in evaluating regulatory risks, interpreting evolving regulatory requirements, and providing strategic recommendations to support development programs.
- Strengthen leadership, project management, communication, and influencing skills through increasing ownership of regulatory initiatives and cross-functional projects.

Global Regulatory Affairs Fellowship Team

Angela Windt, PharmD, RPh

Global Regulatory Affairs Program Director

Angela Windt is the Vice President, Head of Regulatory Affairs at Bicara, where she leads regulatory strategy and ensures compliance across all stages of development and commercialization. Angela began her regulatory career at Hoffmann-La Roche (Roche) as a post-doctoral fellow under the Rutgers Pharmaceutical Industry Fellowship (RPIF) from 2005-2006. She subsequently joined Roche as a full-time employee, gaining expertise in early and late stage development across a broad range of therapeutic areas. During her tenure at Roche, she remained committed to supporting the development of other PharmD fellows, initially as a mentor and eventually as the preceptor for the regulatory fellows in the fellowship program. After her departure from Roche, Angela joined Advyzom, a leading boutique consulting company specializing in highly strategic regulatory and development advice and services. In her role at Advyzom, Angela worked with many different Sponsors; some roles gave her the continued opportunity to mentor post-doctoral fellows and junior level staff. Angela later joined Novartis, where she served as a preceptor for regulatory fellows under the RPIF program. She received her Doctor of Pharmacy degree from Rutgers University.

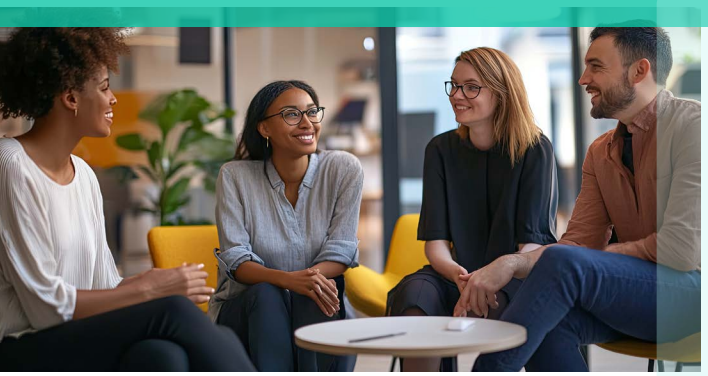
Mariam Amer, PharmD

Global Regulatory Affairs Program Preceptor

Mariam Amer is a Regulatory Affairs Program Manager on the Global Regulatory Affairs team at Bicara. In her role, she contributes to the development and implementation of regulatory strategies to support the advancement and approval of Bicara's lead oncology asset. Prior to joining Bicara, Mariam began her career in Regulatory Affairs at Sanofi by completing a two-year PharmD fellowship and continuing as a Regulatory Strategist. Mariam received her Doctor of Pharmacy from MCPHS University.

> ***Fellows complete the program equipped with the scientific, strategic, and cross-functional leadership experience to launch careers in Regulatory Affairs across the biopharmaceutical industry.***

MCPHS



MCPHS provides an academic environment to guide and support fellows toward a successful career in the biopharmaceutical industry. As a private institution with a history of specializing in health sciences, MCPHS offers programs that embody scholarship, professional service and community outreach.

Through the affiliation with MCPHS, fellows will have the opportunity to gain teaching and research experience in an academic setting. MCPHS faculty and company program leaders mentor fellows according to their scholarly and professional interests throughout the two-year program.

Professional Development and Mentorship

The fellowship includes structured mentorship, ongoing performance feedback, and opportunities for professional growth through presentations, scholarly activities, teaching experiences, professional conferences, and engagement with the MCPHS Fellows Network. By the completion of the program, fellows will be equipped with the scientific, strategic, and operational experience necessary to pursue careers within the biopharmaceutical industry.

Amee Mistry, PharmD, RPh

Director of the Postdoctoral Biopharmaceutical Industry Fellowship Program and MCPHS Faculty Preceptor

Dr. Amee Mistry is a Professor of Pharmacy Practice and has been with MCPHS since 2006. Dr. Mistry earned her PharmD at the Albany College of Pharmacy and completed a PGY1 Community Practice Residency with Walgreens and MCPHS. In 2015, Dr. Mistry took over as Director of the MCPHS Biopharmaceutical Industry Fellowship program. She works directly with leaders in the area to continue to foster growth and development of the post graduate program, and to assist the fellows in attaining positions within the pharmaceutical industry. In addition, she is the advisor for the student IPhO chapter at MCPHS, co-advisor for APhA-ASP, a national trainer for the APhA Pharmacy-Based Immunization training program and is actively involved with the Massachusetts Pharmacists Association.

As adjunct faculty at MCPHS, fellows will have the opportunity to:

- Develop, coordinate and teach courses.
- Co-precept pharmacy students on advanced experiential rotations.
- Create and publish scholarly research and/or review articles.
- Present research at scientific and clinical meetings.
- Participate in professional development seminars with other MCPHS fellows.

Application Requirements

Eligibility

The MCPHS Biopharmaceutical Industry fellows will be selected on a nationally competitive basis.

- Applicants must have a Doctor of Pharmacy degree from an ACPE accredited college of pharmacy at the commencement of the program.
- Candidates must have strong written and verbal communication skills and a strong interest in pursuing a career within the biopharmaceutical industry.
- All candidates must have authorization to work in the United States throughout the duration of the one or two year fellowship. No visa sponsorship will be provided (i.e., TN, H-1B, STEM OPT, etc.).

Application Procedure

The MCPHS application portal (SMApply) will open on **Monday October 5, 2026**. Applicants must upload the following application materials to the online portal (https://mcphs.smapply.io) by **Monday, November 2, 2026:**

- Letter of intent (addressed to the company specific program director/lead; found in each company brochure).
- Curriculum vitae.
- Unofficial college transcript.
- Contact information for three references. References will receive an electronic recommendation form to complete separately.

Three recommendation evaluation forms must be submitted no later than **Friday, November 20, 2026** via the online portal. This is NOT a letter of recommendation but an online form that the recommender will receive for completion from SMApply.

Application Review and Interview Timeline

Following a review of submitted applications, pre-screens and preliminary interviews will begin in October. Additional interviews, including final rounds, will take place in December during ASHP. Candidates will be notified if selected for an interview. The process is rigorous and competitive; therefore, candidates should submit their applications well in advance of posted deadlines as priority will be given to those who apply early.

ASHP Midyear and Onsite Interviews

The fellowship program will be conducting **in-person interviews** at the ASHP Midyear Clinical Meeting in Orlando, FL. Attendance is strongly encouraged, but not required. Please refer to the ASHP & PPS website for registration details.

Top candidates may be invited for interviews at the sponsoring company's location.

AIFA First Offer Date

The choice of a Postdoctoral Fellowship is an important decision. MCPHS, in conjunction with the Alliance of Industry Fellowship Associates (AIFA), has aligned to extend offers for Fellowships no earlier than **Friday, December 11, 2026**. We believe this is a positive reflection of the cultures our Programs offer and that culture is a critical consideration in choice of Fellowship. We hope that other academic and non-academic Fellowship Programs will NOT pressure candidates to accept offers prior to this aligned offer date.

Onboarding

Final candidates will be required to go through additional screening/onboarding as required by MCPHS.

Massachusetts College of Pharmacy and Health Sciences

Boston Campus
179 Longwood Avenue
Boston, MA 02115-5896

Manchester Campus
1260 Elm Street.
Manchester, NH 03101

Worcester Campus
19 Foster Street
Worcester, MA 01608-1715

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For more information or questions, please contact:
PharmDFellowships@bicara.com