



Interview

***RxSource's inspirational women:
Let's get to know Shadi Shariat,
Associate Director, Quality
Assurance***



As we approach International Women's Day in March, we have taken the opportunity to sit down with our own inspirational women to get to know them a little better. In this blog, we have sat down with Shadi Shariat, Associate Director, Quality Assurance to learn more about her inspirational journey to where she is today. We hope you enjoy learning about Shadi as much as we did.

What was your very first job role?

After graduating from University, I began my career in the pharmaceutical industry as a Medical Representative in my home country, Iran.



What was the key driving factor that made you want to work within the Pharmaceutical Industry?

I am passionate about patient care, and I want to work in an industry where we can make a real difference to patients' quality of life.

My early roles promoting specific categories of products increased my awareness of patients with serious health concerns. Driven by my own passion for patient care, I worked with colleagues at the company to ensure informational materials for patients were made available, specifically related to the drugs they were prescribed. To deepen my understanding of product quality and regulatory matters, I began reading extensively on these subjects to broaden my knowledge. The dynamic world of pharma Quality excited me, prompting me to change direction in my career upon immigration to Canada, and return to school to pursue studies in Pharmaceutical QA/QC.

Tell us a little more about your journey to your current job role?

Upon completing my Pharmaceutical QA/QC studies, I joined RxSource Clinical Services. We were a very small organization at the time. I faced challenges both within and outside the job, including understanding the pharmaceutical regulations in a new country, adapting to a new culture, and contributing to a growing business...while at the same time learning a new language. I embraced these challenges, quickly immersing myself in critical activities within the organization.

I grew within the company that became my family from the moment I joined. After immigration and restarting my professional path, I dealt with numerous confidence issues, such as losing my identity in a new country where my professional negotiation skills got lost in translation, my sense of humour doesn't always translate well, and my professional knowledge from back home sometimes conflicts with that in my new environment's professional world. However, I showed up every day and gave 100%. I held onto a passion—no matter where I am, I believe in doing something daily that has a positive impact.

Throughout my career at RxSource, as is typical in a fast-growing company, I have had to wear many hats. In our early days, the business could not operate smoothly if we all adopted a silo mentality and focused only on our area of direct responsibility. It is only by stepping outside of our comfort zones, and collaborating openly with colleagues in other teams, that we deepen our understanding of our business and the wider industry. While we have grown significantly in the time since I joined the business, this collaborative culture remains.

What is it you do in your current role?

As Quality Director, my role is all about ensuring that quality measures are well-established and followed. Our Quality team meticulously oversees adherence to regulatory requirements, industry standards, and internal procedures and policies to guarantee that our products and services meet the highest quality and safety standards. My role involves setting quality benchmarks, implementing global quality assurance programs, and collaborating with various departments to ensure compliance in all aspects of our operations.

What do you like most about what you do?

What I appreciate about my job is that my work family members all share the same passion as me... collaborating to improve the lives of patients. While our company only plays a small role in bringing new treatments to patients, I firmly believe that ours is a critical role. Timely delivery of safe and effective medicines to patients needs a reliable and compliant supply chain. By delivering this, RxSource is directly contributing to improving patients' lives. On days when I am buried under a pile of SOPs requiring updates, revisions and reviews, it is this thought that keeps me motivated.

What do you like to do in your spare time?

I'm a travel enthusiast! I love to read, but who has time to sit down and read a book? Efficiency is my game, so catch me tuning into podcasts and audiobooks when I'm tackling mindless tasks like driving or doing chores.

Outdoor swimming in open water is my vibe, but sadly, I'm stuck in the wrong place and weather for it – oh, the struggle! Gym? Nah, not my scene. Yoga is my sanity saviour; after all, flexibility is key, in both body and life!



If you could give your younger self any advice, what would it be?

Do what you love, be impactful, and enjoy the journey. Life is too short.



Is there any advice you would give someone looking to progress their career in this industry?

Nobody walks into their perfect job on Day 1. What truly matters is that you are developing your skills and making an impact, even if it's on the smallest scale. Strive to give your 100%, not settling for 70 or 80%. Aim for complete effort, and satisfaction will follow.

Shadi Shariat: Associate Director, Quality Assurance

19 years+
Industry
Experience

10 years +
with
RxSource

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