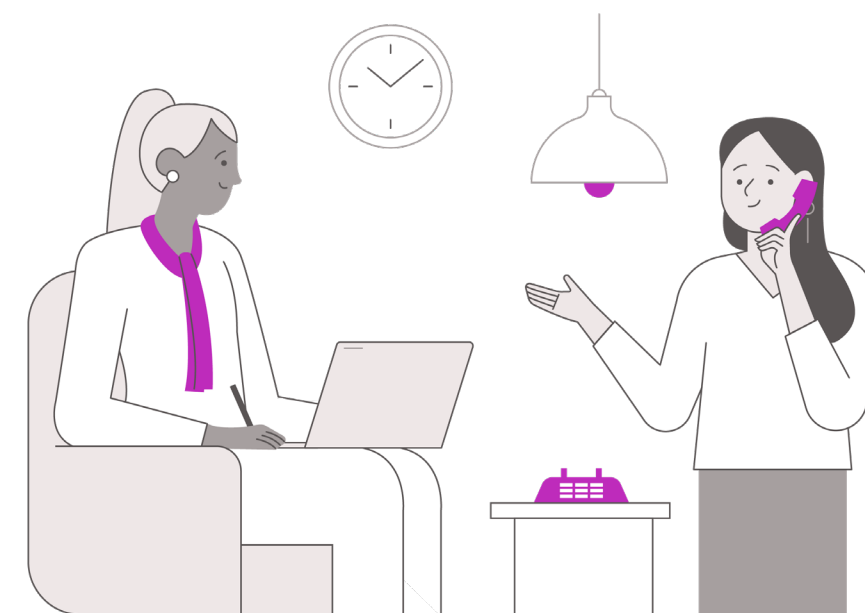
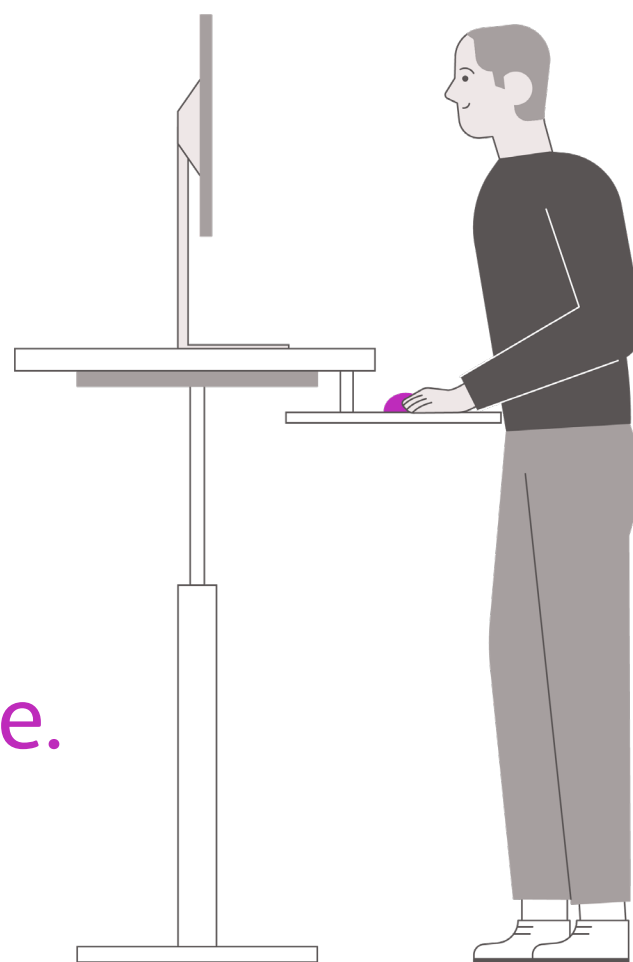


# 2023 Early Careers Brochure

Together, we make the difference.



# Our Company

At Bristol Myers Squibb, we work every day to transform patients’ lives through science. In 2019, Bristol Myers Squibb acquired Celgene; we combine the reach and resources of an established pharmaceutical company and the agility of a biotech to create a global leading biopharma company powered by talented individuals who drive scientific innovation.

## Our great culture is underpinned by 3 main objectives

- We **engage** people with diverse perspectives to shape our future
- We **empower** people to be decisive, innovative and collaborative
- We **enrich** people through experiences, recognition and rewards

## Our Mission

To discover, develop and deliver innovative medicines that help patients prevail over serious diseases.


## Our Values


Ground our work and unite our community.


- Integrity**  
We demonstrate ethics, integrity and quality in everything we do for patients, customers and colleagues.
- Urgency**  
We move together with speed and quality because patients are waiting.
- Accountability**  
We all own Bristol Myers Squibb’s success and strive to be transparent and deliver on our commitments.
- Innovation**  
We pursue disruptive and bold solutions for patients.
- Passion**  
Our dedication to learning and excellence helps us to deliver exceptional results.
- Inclusion**  
We embrace diversity and foster an environment where we can all work together at our full potential.


We never give up in our search for the next innovation that could mean new hope for patients who are urgently seeking new treatment options today.


## A portfolio focused on 5 key therapeutic areas

- 

Oncology
- 

Immunoscience
- 

Cardiovascular
- 

Fibrosis
- 

Haematology

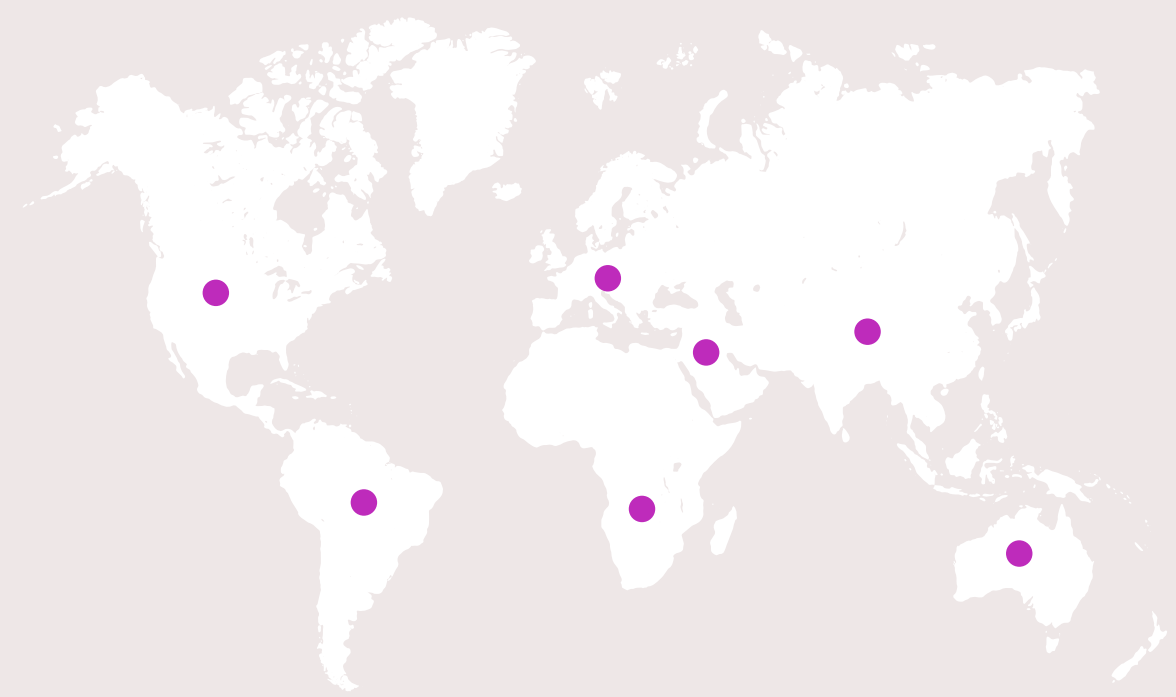
You will get an insight into how our organisation works tirelessly to advance science for patients with serious diseases.

**886,000**  
Patients  
UK/Ireland 2021 annual figure, rounded to nearest 100

**33,000**  
Employees globally



# You will be joining a truly global organisation with an excellent reputation



Bangalore, India



Boudry, Switzerland



Princeton Pike, USA



Cruiserath, Ireland



New Brunswick, USA





“The BMS Graduate Programme is an excellent way to start a career in the pharmaceutical industry.

My motivation to join was to understand which area I most enjoy using my strengths to successfully bring medicines to the market and improve patients’ lives.”

Alexandra Reifenhauser

Clinical Trials Graduate

Uxbridge

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# Our UK Sites



**1**  
**Uxbridge Office**

Uxbridge is the Commercial Head Office for UK & Ireland, including housing some regional functions supporting multiple countries.

- Access, Pricing & Health Economics
- Clinical Trials
- Corporate Affairs
- Enabling Functions (IT, Finance, Procurement & HR)
- Legal
- Compliance
- Marketing
- Medical
- Pharmacovigilance
- Regulatory
- Sales
- Strategy & Operations

**2**  
**Europe Capability Centre**

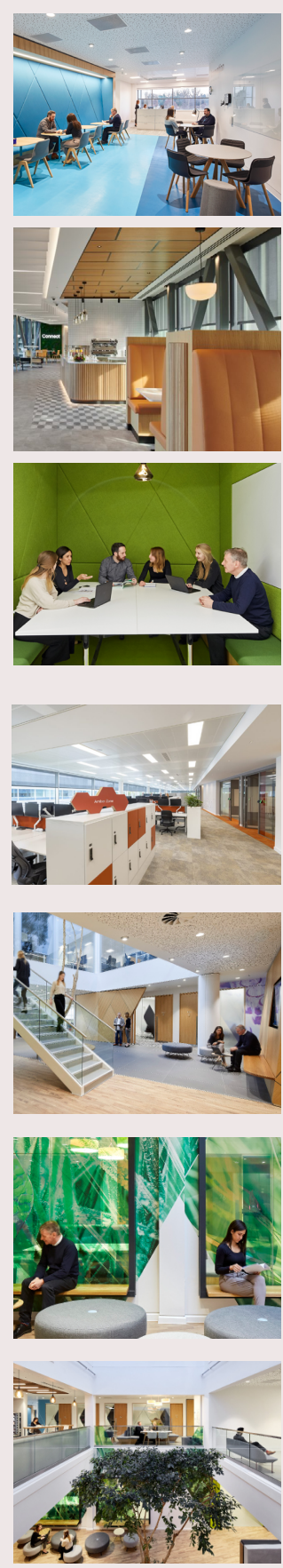
The ECC is a state of the art facility located at Chester Business Park, providing strategic capabilities for delivering end-to-end process excellence and innovation to a total of 30 countries in Europe.

- Customer Service & Credit Control
- Finance & Accounting
- Health Care Professional Transparency Reporting
- Human Resources
- Information Technology
- Procurement
- Tax Centre of Excellence

**3**  
**Moreton Product Development Centre**

Moreton is the centre of exciting and innovative product development.

- Analytical
- Chemical Development & Process Safety
- Clinical Supply Operations
- Chemistry, Manufacturing & Control Documentation
- Digital Capability Management
- Formulation
- Material Science
- Quality & Auditing



# A Diverse & Inclusive Workplace

At Bristol Myers Squibb we don't just talk about diversity and inclusion, they are embedded into our culture. We enable our people to thrive by providing a supportive and inclusive workplace, which enables us to successfully execute our business strategy.

We have teams tasked with embedding these principles in the workplace. These groups focus on areas such as LGBTQA, Differently-abled, Black, Latino and Asian communities and on enriching opportunities for Women and future generations.

**B-NOW** Bristol Myers Squibb Network of Women

**BOLD** Black Organization for Leadership and Development

**CLIMB** Cultivating Leadership and Innovation for Millennials and Beyond

**DAWN** Differently-Abled Workplace Network

**OLA** Organization for Latino Achievement

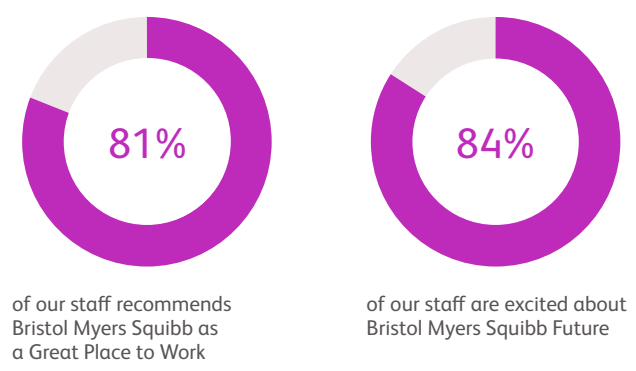
**PAN** Pan Asian Network

## PRIDE Alliance

In 2021, LinkedIn listed Bristol Myers Squibb as one of the top 25 companies to develop your career. We are dedicated to drive scientific innovation that helps improve patients' lives. What is our secret? **It is our people!**

*"Attending sessions held by the Chester Pride Alliance PBRG has helped to highlight issues confronting members of the LGBTQ+ community in the workplace, and how we can all as employees be more sensitive to the needs of our colleagues. This was followed by an open discourse on things you can do to make members of the community feel comfortable being their authentic selves at work. PBRG's such as the Pride Alliance really help you to be more cognisant of others and provide visibility to issues confronting the people you work with"*

Dean  
Sourcing Excellence



**Work-life balance is important to us**

Getting the right work-life balance is important at Bristol Myers Squibb. We believe that our flexible working arrangements help our employees achieve a healthy balance between their work and personal life.

**We like to have fun as well**

There are also plenty of social activities to take part in such as the summer BBQ, end of year celebration, charity fundraising events, family fun days and game evenings.



“As a responsible global citizen,  
we will take all necessary  
actions to promote public  
health and carry out our  
mission of providing life-  
saving medicines to the  
patients who depend on us.”

Giovanni Caforio. M.D.  
Chairman and  
Chief Executive Officer





# Our Programmes

## Graduate Programme

If you have an undergraduate or post-graduate degree gained either in 2021, 2022, or 2023, consider our graduate programmes.

Get ready to learn, grow and share ideas that can bring hope to patients battling diseases. Our graduate offering is a major step towards a career you'll find fulfilling, both professionally and personally.

Our one-year and two-year programmes are designed to ensure you gain valuable industry and functional experience, work on challenging assignments, and network with our remarkable Bristol Myers Squibb employees, whilst learning about our company.

You possess a unique and fresh perspective with a passion for excellence. See just how far your talent will take you. Put your qualification to work at Bristol Myers Squibb where your skills and education can help patients prevail over serious diseases.

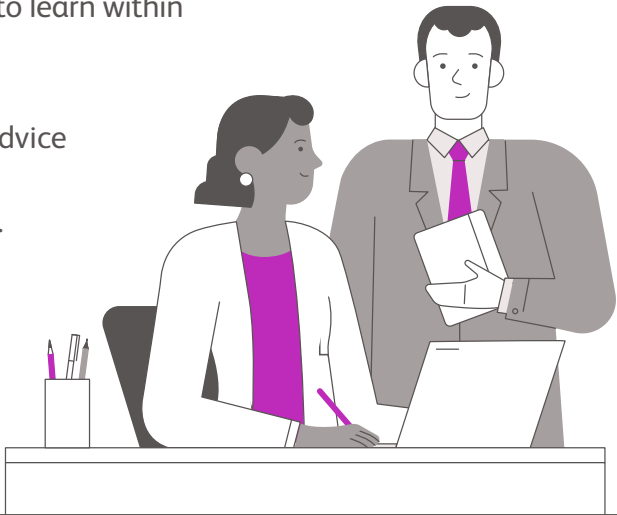
## Internship

You are a current student on path to obtain a graduate or post-graduate degree and you would like to have an internship, consider then our internship positions:

- You will do 1 year of internship as a “sandwich year” or as someone who is finishing your degree
- You are a curious and highly motivated individual who would like to have a career in the Pharmaceutical industry.
- You want to be part of a highly functional team where your voice will be taken into consideration in terms of decision making.

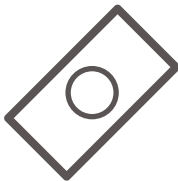
## During your graduate programme or internship, you will experience:

- Being part of a professional team from day 1.
- An induction into the business and the specific business area you will support.
- Working on live projects, so you'll have the opportunity to learn within your role from the moment you join us.
- Regular feedback and coaching from your manager.
- A mentor to invest in your development, offer career advice and guide your ambitions.
- Exposure to senior management and business leaders.
- Opportunities to be involved in business and social events alongside your day-to-day role, to build your network and knowledge for the future.
- Access to LinkedIn Learning so you can sharpen your skills and obtain new ones.
- Professional-led workshops



# Benefits

Below are some benefits that you can expect from working for Bristol Myers Squibb:



Highly competitive salary



Dedicated learning tools



26 days paid holiday per annum



Subsidised cafe and free fruit and refreshments



Onsite and free gym facilities



Easy access from public transport and onsite car park



Social clubs



Cake day



Sports clubs



Flexible working arrangement



Individual mentor throughout the Scheme



Dress for your day



“Having access to both Sales and Marketing within my Graduate Scheme rotations has given me a true insight into the commercial aspect of the pharmaceutical industry. I’ve experienced firsthand how BMS partners with Healthcare Professionals.”

**Caitlin Day**

Commercial Innovative Medicines Graduate

Uxbridge





# Graduate Positions – Chester

Programme	Duration	How you will describe your role	About the department	What you will learn	Pre-requisites
<b>Finance</b> <a href="#">Apply here</a>	2 years office based	<i>My role is to work in the European Capability Centre (ECC) within the finance function, supporting the team through month end activities, financial reporting, audit cycles and projects with a strong focus on innovation, working with key stakeholders both internal and external to Bristol Myers Squibb.</i>	The finance department supports 29 countries across Europe, Middle East and Africa (EMEA) providing end to end accounting support. We are a diverse team with 12 nationalities speaking 13 languages.	You will learn the importance and execution of month end and quarter end tasks within an accounting environment. You will learn about financial reporting and be able to provide commentary on variance analysis. You will learn about projection and budgeting cycles and how they impact the wider business. You will work with external auditors, monitoring queries and providing responses where applicable.	<b>Required:</b> Finance or Accounting degree; Good knowledge of MS Excel; Attention to detail; Critical Thinking; Flexibility; Willingness to learn.  <b>Preferential:</b> Foreign language Microsoft Office Tools
<b>Indirect Tax</b> <a href="#">Apply here</a>	2 years office based	<i>My role is to support Value Added Tax (VAT) compliance obligations for a group of markets within EMEA region and other international markets, as required, ensuring internal and external deadlines are met and to provide advice on VAT compliance related queries, coordinating with external and internal stakeholders where necessary.</i>	VAT team is part of Tax Center of Expertise based in European Capability Centre in Chester. Our tax team looks after direct and indirect taxes for BMS companies across EMEA region.	You will learn about VAT and other indirect taxes, how BMS products are developed, tested, manufactured and provided to patients. You will also learn about accountability, urgency and critical thinking.	<b>Required:</b> Finance or Accounting Degree; Knowledge of Excel.  <b>Preferential:</b> Tax and VAT experience; Foreign Language.
<b>Information Technology Customer Service</b> <a href="#">Apply here</a>	2 years office based	<i>My role is in the IT Specialty Service Desk. You will be responsible for handling the initial client contact via telephone, email, chat, or portal and providing technical/application support to BMS employees and their partners.</i>	The IT Specialty Service Desk provides support in 5 languages for EMEA. We primarily provide specialist support for applications utilized by our Commercial and R&D departments.	You will learn how to identify and diagnose issues and provide solutions. You will be trained on IT Commercial and Life Sciences applications. You will also learn about accountability, urgency and innovation.	<b>Required:</b> Fluent German, French or Italian speaker; Multi-tasking, troubleshooting, inquisitive mindset and customer service experience are essential for this role; A BSc degree.  <b>Preferential:</b> Experience with MS Windows and MS Office Suite, ITIL Framework and ITSM.



# Graduate Positions – Moreton

Programme	Duration	How you will describe your role	About the department	What you will learn	Pre-requisites
<b>Analytical Strategy Operations</b>  <a href="#">Apply here</a>	2 year laboratory based, with a rotation on Chemical Process Development	<i>My role is in the Analytical Strategy and Operations (ASO) laboratories at Moreton where I perform regulated testing on Drugs in pre-commercial development to ensure they meet required chemical and physical quality attributes before onward use in clinical trials. In my role I gain understanding of how analytical functions in BMS integrate into the drug development journey. Additionally, there are opportunities to rotate into other departments e.g., chemical and process development and drug product development.</i>	<p>ASO Supports the analytical testing requirements of pharmaceutical materials at the clinical stage. We ensure new drugs in the pipeline are tested according to established specifications and validated methods. Our role includes stability testing to generate data determining product shelf life. We are a vibrant team of 30 scientists working on a range of analytical techniques including HPLC, GC, LC-MS, Titration, and Dissolution.</p> <p>The team works closely with corresponding departments and colleagues based in the USA and with various partners around the globe.</p>	You will learn about end-to-end drug development and how analytical functions are integral in the success of medicine development. Within ASO you will learn how to work in a GMP (regulated) laboratory to prepare and analyse drug product and drug substance samples, including how to validate the methods used for the testing. While your role is primarily analytical facing, you will interact with and learn about other critical functional areas such as clinical supplies operations, quality assurance and regulatory.	<p><b>Required:</b> Degree (BSc or equivalent) with significant Chemistry and/or analytical chemistry content;</p> <p>Hands-on laboratory experience with ability to plan and execute scientific work and communicate effectively;</p> <p><b>Preferential:</b> Higher degree such as MSc, MChem, MPharm;</p> <p>Industry experience within a pharmaceutical or scientific environment;</p> <p>An understanding of safe laboratory working practices.</p>
<b>Chemical Process Developmet</b>  <a href="#">Apply here</a>	2 year laboratory based, with a rotation on Analytical Strategy Operations	<i>My role is in the analytical chemistry function within Chemical Process Development where I invent and optimize analytical methods, identify new chemical impurities and partner with process chemists and chemical engineers to solve challenging problems encountered in chemical process development and to shape process control strategies. There is also the opportunity to rotate into other functional areas (such as Analytical Strategy and Operations) to gain a diverse perspective on the drug development process.</i>	<p>Chemical Process Development (CPD) transform discovery medicinal chemistry syntheses into scalable, economical, and sustainable commercial pharmaceutical processes for the manufacture of small molecule drug substances.</p> <p>The CPD function at Moreton is a vibrant team comprised of 18 analytical chemists, process chemists and process engineers.</p> <p>The team works closely with colleagues in the USA as well as with various partners around the globe.</p>	<p>You will be exposed to a variety of modern analytical techniques and approaches (HPLC, UPLC, GC, LC-MS, GC-MS etc.) and how these are used to support the development of pharmaceutical processes.</p> <p>You will learn how to develop, optimize and validate analytical methods and how the underlying data generated is used in the development and optimization of chemical processes.</p> <p>You will work as part of a matrix environment working with process chemists and process chemical engineers.</p> <p>You will gain valuable industry and functional experience, work on challenging assignments, learn about BMS and meet diverse company representatives.</p>	<p><b>Required:</b> Degree (BSc or equivalent) with significant Chemistry and/or Analytical Chemistry content;</p> <p>Hands-on laboratory experience;</p> <p>The ability to plan and execute scientific work and communicate effectively.</p> <p><b>Preferential:</b> Higher degree such as MChem, MSc or MRes;</p> <p>Industry experience within a pharmaceutical or scientific environment;</p> <p>An understanding of safe laboratory working practices.</p>

# Graduate Positions – Uxbridge

Programme	Duration	How you will describe your role	About the department	What you will learn	Pre-requisites
<b>Corporate Affairs</b> <a href="#">Apply here</a>	2 years office based, rotating on corporate affairs functions	<i>My role is in the Corporate Affairs Department. I work with the team to develop strategies and tactics to drive recognition and enhance the reputation of Bristol Myers Squibb (BMS) amongst its key stakeholders and the general public.</i>  <i>A major part of my role is working with the therapy area teams to devise and implement disease awareness programmes which educate people about specific diseases and their impact on patients and families. I support the dissemination of these programmes through various channels including digital and social media and I work with my colleagues to evaluate their success.</i>	<p>The primary role of the Corporate Affairs Department is to enhance and protect the reputation of our company. One of the ways we do this is by informing our audiences both internally and externally about the work BMS does for patients and communities. Alongside this, we continually monitor and evaluate the risks to our reputation so that we can advise the business to take appropriate action, if required.</p> <p>The most visible and tangible way we demonstrate our impact is through media relations. We work in collaboration with PR agencies to identify opportunities for BMS to highlight news about our work, our people and our partnerships with health authorities and other relevant organisations.</p>	<p>You will learn about different disease areas where BMS is involved, how medicines are approved and regulated and how we work with different stakeholders to bring them to patients in need. You will learn about the different audiences who need to hear about the work we do, how to engage them effectively, at the right time, and through the appropriate channels. These include healthcare professionals, patient groups, the media, BMS employees and the general public.</p> <p>As a company working in a complex and highly regulated industry, you will learn about the principles that underscore our commitment to the ABPI Code of Practice and how this influences all the work we do.</p>	<p><b>Required:</b> Strong written and verbal skills and the ability to understand and distill complex information.</p> <p>Good analytical thinker.</p> <p>Able to work both independently and in teams.</p> <p><b>Preferential:</b> Knowledge or interest in pharmaceutical science, health policy and the media.</p>
<b>Market Access and External Affairs</b> <a href="#">Apply here</a>	2 years office based, rotating on Market Access, Public Advocacy and Health Economics and Outcomes reasearch	<i>My role is in the Market Access &amp; External Affairs team where I help ensure patients' access to innovative medicines in the UK and Ireland. I will be parternig with entities such as the NHS, the UK Government, National Institute for Health and Care Excellence (NICE) and health charities.</i>	<p>The Market Access &amp; External Affairs team is made up of subject matter experts in pricing, health economics, NHS partnership and in policy and advocacy. We work together to develop trusted relationships, strategic partnerships and creative solutions that benefit patients</p>	<p>You will learn how manufacturers work with a wide range of healthcare organisations to bring new medicines to patients. You will learn about the role of bodies like NICE, NHS bodies, charities, Parliament and Government.</p>	<p><b>Required:</b> Demonstrable passion for, and interest in, healthcare and wellbeing.</p> <p>A degree in policy, politics, health economics, medical science or similar discipline.</p> <p>Excellent written and verbal communications.</p> <p>Curious and creative approach.</p>



# Graduate Positions – Uxbridge

Programme	Duration	How you will describe your role	About the department	What you will learn	Pre-requisites
<div>Haem/Onc Marketing &amp; Medical Graduate rotation programme</div> <div>Apply here</div>	2 years office based, with 1 year rotation on Medical Affairs	<p><i>I'm enrolled onto a 2 year graduate rotational programme in the Haematology/Oncology business unit at BMS.</i></p> <p><i>In the Commercial department I'll be working on creating promotional campaigns and assist in executing on the commercial marketing strategy set for Cancer therapies in the UK.</i></p> <p><i>In the Medical Affairs team I'll be working across multiple therapeutic areas, supporting development and execution of medically led projects, working in partnership with internal and external stakeholders. I'll focus on priority areas e.g. product launches, scientific exchange and clinical trials in line with medical strategic imperatives.</i></p>	<p>The Haematology-Oncology Business unit is a team made up of many business functions including commercial, medical HEOR, regulatory and clinical operations.</p> <p>These functions work closely together and are responsible for defining activities to ensure access to BMS medicines. The teams are also responsible for planning and preparation activities related to new cancer products and indications to be launched in the near future</p>	<p>Embark on a truly immersive two-year rotational programme where you will gain a broad and fascinating insight into our pharmaceuticals business.</p> <p>In the commercial rotation, you're likely to work in a brand team designing brand activity plans or helping deliver marketing campaigns for different customer groups. You'll also need to gather insights into customer and patient preferences, and understand which factors influence overall sales.</p> <p>In your medical rotation, you will gain an understanding of the Haem/Onc Medical Affairs function and how it impacts access to treatments for patients.</p> <p>You will get an appreciation for the collaborative approach in which medical is involved across all stages of a product's lifecycle.</p> <p>You will also understand the regulations and framework within which we must work in. Your support with the team will allow you to develop your project management, communication, training and presentation skills.</p>	<p>We're looking for motivated, newly graduated individuals who are passionate about bringing innovative ideas, products and services to life and advancing the health and well-being of people around the world.</p> <p><b>Required:</b> Newly graduated with a life sciences degree (accepting applications from those who have graduated in 2021, 2022 and Summer 2023)</p> <p>The ability to understand and communicate complex scientific concepts</p> <p>Effective team player able to work independently when required</p> <p>Ability to manage and prioritise workload to ensure business continuity</p> <p>Ability to work within complex cross-functional people matrixes, with differing priorities.</p> <p>Confidence and courage to challenge status quo, bring new perspectives and take key decisions</p> <p><b>Preferential/desirable:</b> A PhD or Master's qualification</p> <p>An interest in building commercial awareness and business acumen</p> <p>An awareness of the ABPI Code of Practice</p> <p>Growth mindset, agility, and resilience</p>

# Internship Positions – Uxbridge

Programme	Duration	About the Department	What your responsibilities will be	Pre-Requisites
<b>Specialist Patient Safety</b> <a href="#">Apply here</a>	1 year (office based)	The Worldwide Patient Safety group is responsible for ensuring the safety of our medicines: The Worldwide Patient Safety group is responsible for pharmacovigilance and pharmaco-epidemiology deliverables including single case and aggregate safety monitoring, safety reporting, contribution to benefit-risk assessment, risk management planning and strategy, and execution of certain post-marketing commitments and ensuring compliance with global regulatory requirements.	Risk management plans; Provision of safety information; Implementation of Pharmacovigilance (PV) Audit and Inspection Readiness; Planning, processing and reporting of Aggregate Reports to Health Agencies (HA) and Ethics Committee (EC) (as required); Maintenance of PV Awareness and Training.; Implementation of Pharmacovigilance Agreements; Collection, follow-up and forwarding of spontaneous, literature, solicited, post-marketing AE cases (as applicable); Submission of single cases to local Health Agencies(HA) and Ethics Committees (as required); Local Market Safety Data Quality.	Works well in a team environment, excellent interpersonal skills and demonstrates a 'can do' approach. Provides effective support to management through the development of organisational and/or administrative processes for efficient office management; Develops excellent working relationships internally and externally. Deals with all levels of management; Is able to prioritise multiple tasks and efficiently allocate time to different aspects of work in order to meet deadlines. Seeks necessary support from PV supervisor to effectively solve issues, utilising effective problem-solving approaches; Demonstrates good initiative and follow-up, with accuracy and attention to detail; Possesses problem solving as well as excellent communication skills, both verbal and written; Exhibits professionalism and strong business ethics by maintaining confidentiality where appropriate, exhibiting candour and honesty with co-workers, and respecting Company policies and privileges. Handles confidential information with discretion and demonstrates diplomacy in dealing with difficult situations; Exhibits flexibility by being receptive to new systems and processes; willing to enhance current skills to maximise proficiency.
<b>Junior Medical Affairs Associate</b> <a href="#">Apply here</a>	1 year (office based)	The department is comprised of two teams: Medical Operations and Medical Governance. The Operations team focus on bringing operational excellence to day-day business activities, helping to deliver critical strategic projects and new medical platforms & tools whilst the Governance Teams focus on enhancing our governance structure and delivering Code expertise to the business whilst ensuring compliance with the ABPI & IPHA Codes of Practice.  Together we ensure we have coordinated, creative and sustainable actions in place to help overcome some core business challenges, across our therapy areas.	Supporting projects across both teams and assisting in ensuring compliance to the ABPI and IPHA Codes of Practice.	Studying for a Life Science, Pharmacy or Medical Degree; Ability to pay attention to details; Proactive work ethic; Good computer literacy, strong written and verbal communication skills.





# Interested? The Application Process

We are looking for highly motivated individuals who would love to help our patients to continue to have access to innovative medicines and treatments. If this appeals you, and you want to develop yourself and others, come and join us!



## APPLY

- Use the links on each position to apply. You will have to submit your **CV**, as well a **pitch** where you talk about how you resonate with **ONE** of our Values (Passion, Innovation, Urgency, Accountability, Inclusion and Integrity).
- You can submit the pitch in a video, audio or written format. The video or audio should not be longer than 1:30 minutes, and the written essay should not be longer than 300 words.
- For internship positions, only the CV is necessary.
- You can only apply to one position. In case you apply to more than one, your application will not be considered.
- You can apply until the **6<sup>th</sup> March 2023**.



## SELECTION

You had the chance to impress us, now we want to have the chance to impress you! In case you were selected to the interview stage, you will be invited to an interview with your future manager where you will learn more about Bristol Myers Squibb, your future team and your future role.



## OFFER

If you are the successful candidate, you will receive an offer from your manager and start the onboarding the process. You will be employed as a contractor.



## START

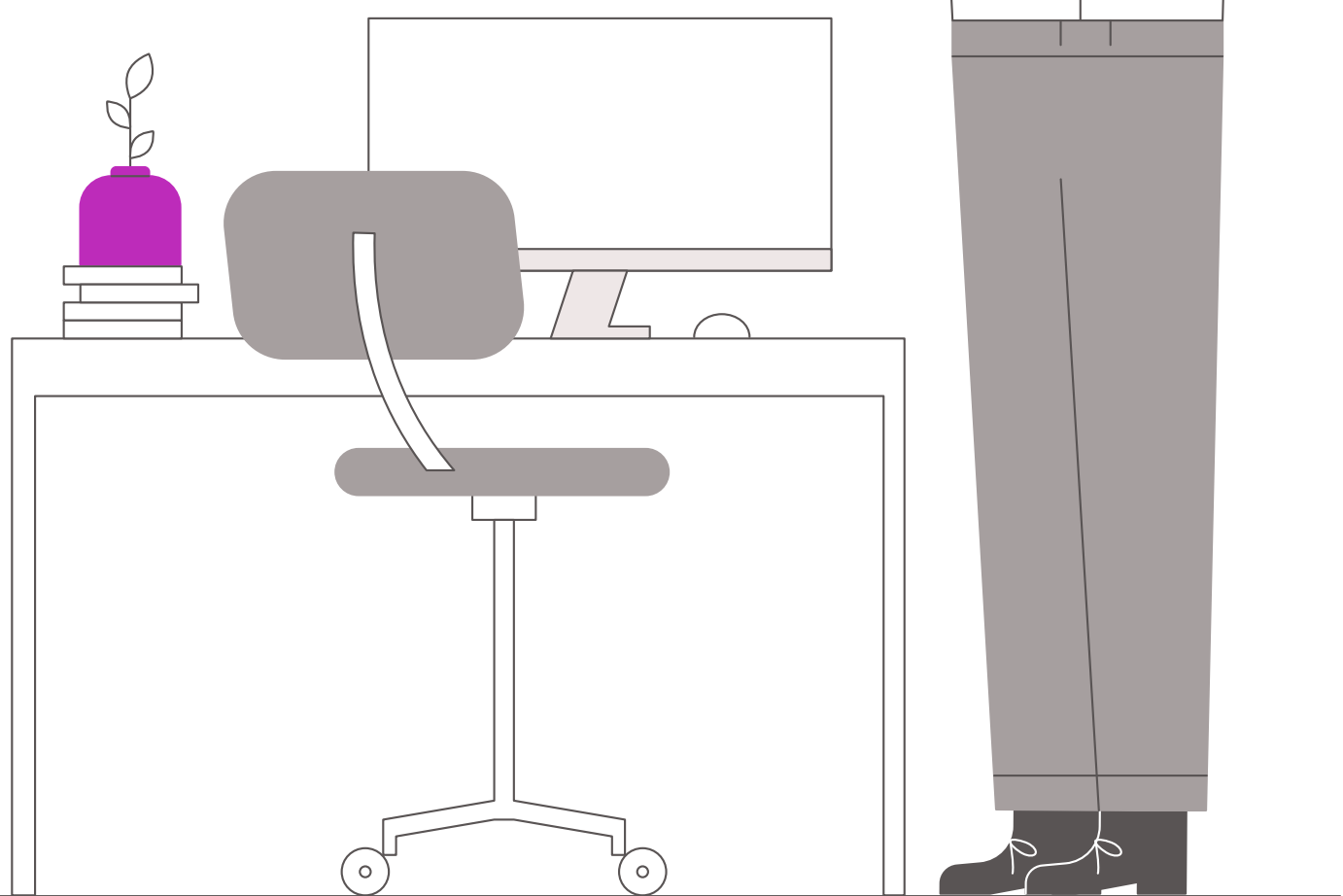
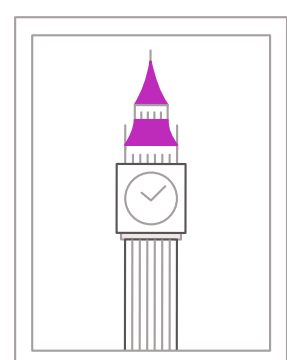
13<sup>th</sup> September 2023

Bristol Myers Squibb is an equal opportunity employer. Qualified applicants will receive consideration for employment without regard to race, colour, religion, sex, sexual orientation, gender identity, national origin, age, disability, protected veteran status, pregnancy, citizenship, marital status, gender expression, genetic information, political affiliation, or any other characteristic protected by law.

For our EEO Policy Statement, please visit:

[www.bms.com/EEO-Policy](http://www.bms.com/EEO-Policy)

Because... there is more to do.



For any questions regarding the graduate scheme application, please contact [early.careers@bms.com](mailto:early.careers@bms.com)

# Our success stories



## Ruairi Wood

Brand Manager, Oncology

Uxbridge

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*‘The grad scheme provides a brilliant opportunity to get genuine responsibility and experience in the pharma industry early in your career. I’ve received excellent training and it has set me up for a future in the industry.’*



## Alexandra Jones

Master Data Manager

Chester

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*‘The BMS graduate scheme allowed me to kick-start my career in the pharmaceutical and finance industries. It gave me the opportunity to use my university degree in languages in a practical, professional environment and to gain invaluable knowledge and experience which I have used to progress from graduate to management Tour of Duty level.’*



## Gaia Canevari

Brand manager, Haematology

Uxbridge

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*‘The graduate scheme gave me a chance to experience the pharma industry in a real-life setting, working with awesome people that taught me something new everyday. It also allowed me to have a lot of training and development conversations and opportunities that all contributed to getting a permanent position at the end of the 2 years.’*

# Becoming a Successful Applicant

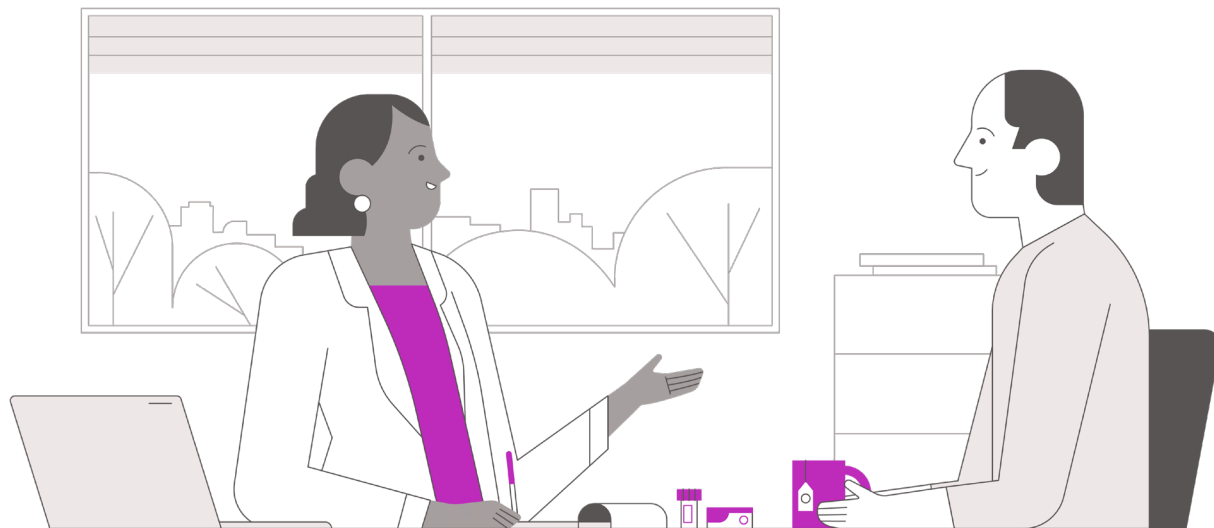
We know that Graduate Programmes can be competitive, but we want you to be successful when you apply for the role. Having this in mind, we would like to give you some hints and tips on how to make your application stand out.

## Reflect

Think of your future self and understand if Bristol Myers Squibb is a company you would like to work for. Before even thinking about the role you want to apply within the Graduate Scheme, do a large scale investigation of the company, the work culture, our mission, vision and values. This will give you a very good overview of the company you are applying for.

## Decide

By now, you have read about Bristol Myers Squibb and you came to a conclusion that you would like to work with us. This is great news! It is time now for you think of the position you would like to apply. As you can only apply to one position, it is important that you think what do you see yourself doing. Are you undecided between 2 positions? Think which positions makes you more excited on the moment, but as well in 5 years.



## Maximise

Your application documents will be very important (CV and Pitch). On your CV, highlight your job experience (volunteering experiences, college jobs, etc.. these are highly valuable skills), as well your achievements and skills attained. On the interview, be ready to explain what you have learned during college and during your past work experience.

On your pitch, either a video, audio or written essay, make it easy to identify the value you will be talking about. This will help the reader to follow your line of thought and create quicker a connection with you. Make sure you write about you and not anyone else experience/example. The pitch helps us understand if you will be a good cultural fit to the company.

A cover letter is optional. If you decide to write one, use it to explain more in detail your CV.

**Join our CV and Interview skills sessions.** On this event, you will have the chance to learn how to write the ideal CV, as well as understand the interview process so you will be able to ace the application process.

Details can be found [here](#).



## FAQ

**Q: I have uploaded my application on the link but I did not receive a confirmation email. Was my application indeed uploaded?**

A: Yes. After you upload, you receive a screen saying that your file was submitted. If for some reason it fails, please reach out to [early.careers@bms.com](mailto:early.careers@bms.com)

**Q: I have applied a few weeks ago already. When will I hear about my application?**

A: The application process is open until the 6th of March 2023. You should hear about your application result starting in middle of March, **even if you are not successful candidate**.

**Q: I am graduating in 2023, but I only graduate after the start date of the scheme. Can I still apply?**

A: No. You need to have your course completed before the start date (13th of September 2023).



