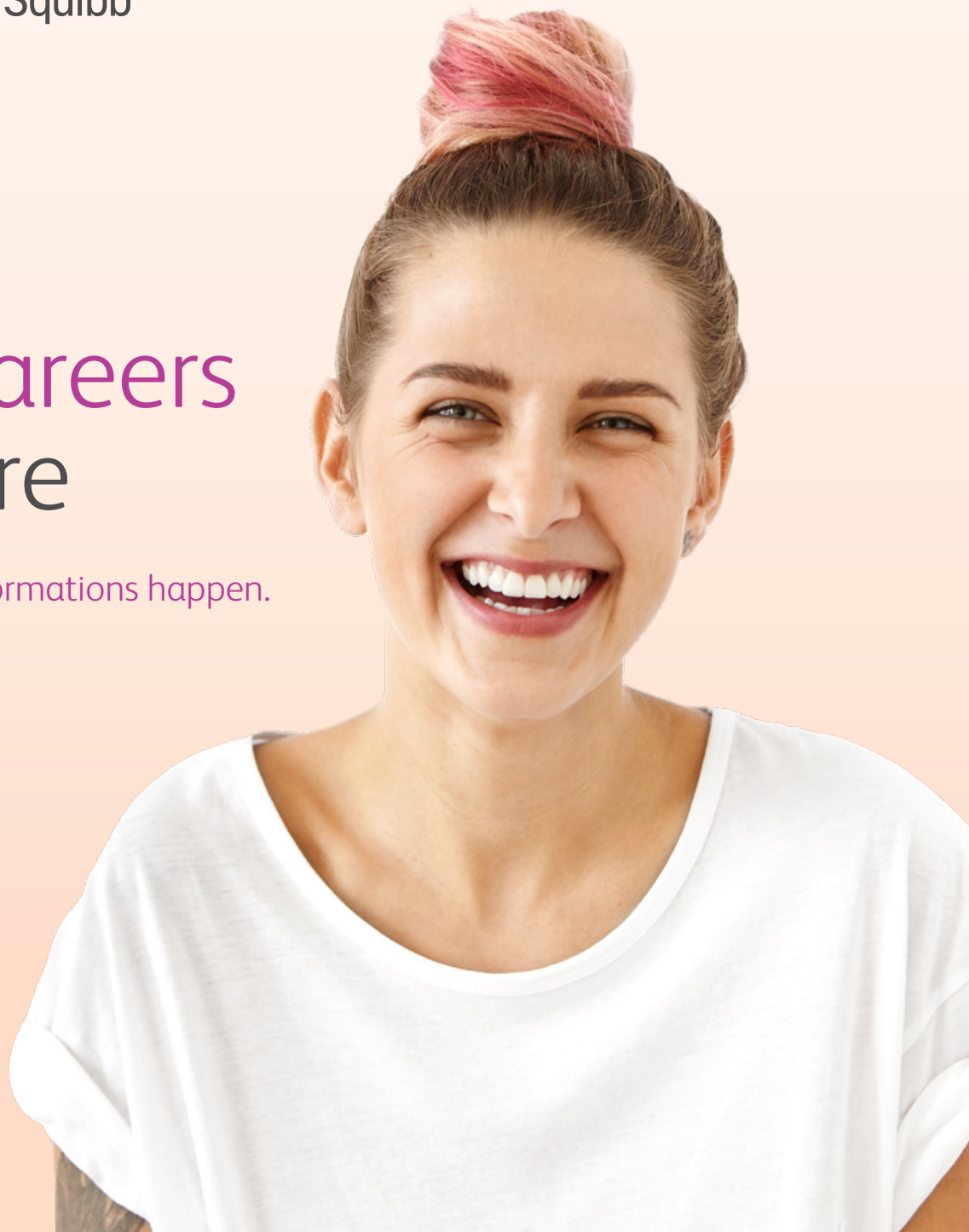


Early Careers Brochure

This is where transformations happen.



BRISTOL MYERS SQUIBB

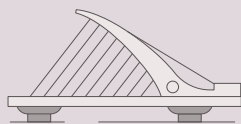
was one of the first pharmaceutical firms to locate in Ireland & has operated here since

1964

EMPLOYS OVER

800

PEOPLE IN IRELAND



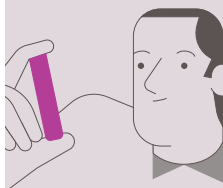
GLOBAL BUSINESS SERVICES

including the European Treasury Centre, Global Biologics Lab and Market Supply Operations are based on the island of Ireland



GLOBAL BIOLOGICS LABORATORY

is responsible for the release testing of Biologics Drug product for the entire network



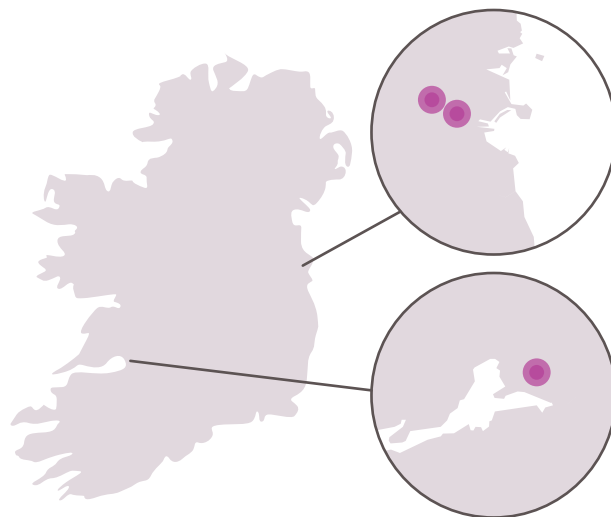
CRUISERATH BIOLOGICS

plays a central role in the global manufacturing network as the company's first European biologics manufacturing facility



EXTERNAL MANUFACTURING

Global Headquarters located in Ireland



Distribution Centre

Shannon, Clare



Commercial Operations

Plaza 254, Dublin



Market Supply Operations

Cruiserath Campus and Plaza, Dublin



European Treasury Centre

Plaza 254, Dublin



Global Biologics Lab

Cruiserath Campus, Dublin



Cruiserath Biologics

Cruiserath Campus, Dublin



External Manufacturing's Global HQ

Plaza 254, Dublin

Uniquely
interesting work,
life-changing
careers.

This is where transformations happen.

Contents

- 02** What We Do
- 04** Early Recruitment Programmes
- 07** Internship Programme
- 08** Intern Journey
- 12** Graduate Programme
- 14** Graduate Journey
- 16** Great Place to Work
- 17** Rewards & Benefits
- 18** Working Together for
Patients and Communities
- 19** Passionate about our People
- 21** Our Journey in Ireland

What We Do

When you join BMS, you are joining a diverse, high-achieving team united by a common mission - discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

Here, you'll get the chance to grow and thrive through opportunities that are uncommon in scale and scope. You'll pursue innovative ideas while advancing professionally alongside some of the brightest minds in biopharma.

With our emphasis on inclusion, employee engagement, and collaborative teams, you can expect to find dynamic support and unique resources to drive your career forward.

We combine the agility of a biotech with the reach and resources of an established pharmaceutical company to create a global leading biopharma company. In oncology, haematology, immunology, cardiovascular disease

and neuroscience – and one of the most diverse and promising pipelines in the industry – we focus on innovations that drive meaningful change.

Here in Ireland, we are proud to be at the heart of Bristol Myers Squibb's global manufacturing business.

Across our Irish sites, our 800-strong team is united and inspired by our goal of transforming patients' lives through science.

In recent years, we have invested \$1 billion in building a state of the art facility in Dublin, our company's largest investment outside of the US.

The Global Biologics Laboratory, also located on the Cruiserath Campus, is responsible for the release and testing of Biologics Drug product for the Bristol Myers Squibb network.

We create a work environment that places a premium on;

Passion

Innovation

Urgency

Accountability

Inclusion

Integrity

to bring out the highest potential in each of our colleagues. These shared values are central to who we are, what we do and how we do it – they ground our work and unite our community.

If you immediately want to begin pursuing innovative ideas and developing professionally with the support of mentors and thought leaders who share your commitment to making an impact- consider BMS.

We value your curiosity and ambition as much as our scientific innovation. Besides finding some of the most interesting work of your career, you can expect transformative opportunities to learn, grow and lead at BMS.



Oncology



Immunoscience



Cardiovascular



Fibrosis



Haematology



Early Recruitment Programmes

At BMS, the work you do will provide medicines to help people prevail over serious diseases.

In many cases, in support of emerging therapeutic areas that require the creation of new ways of thinking and working. And while our work changes the lives of patients, it also transforms the lives and careers of those who do it.

No, this isn't easy. But this is uniquely interesting work, where you'll collaborate with the best and the brightest to try new things and

solve the toughest challenges, while growing personally and professionally.

If you do choose to redefine the world and rewrite the rules, this is the place for you. **This is where transformations happen.**

As a graduate or student, you will be encouraged to let your energy, creativity and ambition shine. Moving at pace, you'll be supported to grow, learn and explore new directions.

All across our business there are senior leaders who started as graduates. **You could be the next.**

We follow the 70:20:10 learning and development model:



70% Experience



20% Exposure



10% Education





Transition Year Programme

Bristol Myers Squibb pro-actively collaborates with second and third-level institutions, particularly

those with a core focus on STEM subjects. Our transition year programme is an exciting week-long programme of activity for transition year students with an interest in learning more about a career in science, engineering and the

pharmaceutical sector in Ireland.

The schedule for the programme changes each year, so please reach out to your TY coordinator who can liaise with our Early Recruitment Team.



Internship Programme

We know the best way to get a feel for what it's like to work here is to experience it in person. This is why

we provide placement opportunities. Our internship opportunities are open for application from September in line with the academic calendar.

As an intern, we will place you straight into the work that matters. It's the

best way to learn, and the best way to let you show us what you can do.

Speak to your local careers office in University who can liaise with the Early Recruitment Team at Bristol Myers Squibb.



Graduate Programme

Starting your career with us will give you the opportunity to realise your greatest ambitions as you enrich your knowledge and enhance your industry experience. As a graduate, you will be part of a high performing multinational biopharmaceutical

which encourages you to think innovatively, share your ideas, all the while working as a key member of a cross-functional team.

The Graduate Programme is across 27 months, of which you will complete three rotations across key functions gaining first hand technical experience of the biologics and manufacturing industry.

Our Graduate Programme commences each September and includes:

- A structured development programme
- Leadership development through residential graduate modules throughout the programme and an individual mentor
- Involvement in ongoing technical projects





Internship Programme

Inspire and be inspired. We offer a variety of opportunities for undergraduate and post-graduate students to use your talent, skills, education and passion to help make an impact on patient's lives – all while growing your career and earning academic credit.

Our Internship Programme gives you a real opportunity to gain practical 'hands-on' experience, training and shadow the experts of your chosen field. It also provides you with insight into what it's like to work with us.

The work means everything, and so do the people you work with. BMS gives you the opportunity to learn and grow alongside talented colleagues who are committed to helping patients battle serious diseases. And while our work transforms the lives of patients, it also transforms the lives and careers of those who do it.

We will place you in a six, nine or twelve month Internship Programme depending on the requirements of your degree course.

So, are you ready to embark on a new adventure?

During your placement you will experience:

- An Integration Plan which will outline your responsibilities and learnings throughout your placement
- An induction into the business and the specific area you will support
- Work on projects, so you'll have the opportunity to learn within your role from the moment you join us, with a formal presentation at the conclusion of your internship
- Regular feedback and coaching from your manager
- A mentor to invest in your development, offer career advice and guide your ambitions
- Opportunities to interact with business leaders

Key Dates



Applications Open
September



Start
We will work with your careers office and course co-ordinator to secure start date

How to Apply



Recruitment opens | September



Interviews | October



Placement | January-May



Departmental Training

The Intern Journey





○ **Intern Meet and Greet**



○ **Support chat**



○ **How to present workshop**



○ **Day in the Life series**



○ **Professional development workshop**



○ **Grad-Intern buddy**



○ **Access to site specific eLearning resources**



○ **Team building offsite event**



○ **Site tours**



○ **Group photo and certification**



○ **Exit Survey**

Offboard in September

(depending on your course duration)

“Being a graduate at BMS has empowered me to gain the skills and opportunities to succeed professionally. My experience to date has exceeded my expectations.”

— **Clement Sim Shi Jie**

Science Graduate
Projects and Plant
Maintenance Engineering



Our Experience



Della McGuinness

Engineering Graduate
Biologics Manufacturing

“Moving role every nine months gives you a great overview of the business as a whole. Seeing the impact of my work in different areas has been hugely rewarding.”



Oisin Forde

Quality Intern
External Manufacturing

“The internship provides an insight into the pharma industry that university alone simply cannot, not to mention the professional experience and confidence to enter the workforce.”



Nicola Thorne

Manufacturing Science &
Technology Intern
MS&T Downstream

“The practical experience gained from the internship were truly eye-opening and meant I could achieve my yellow belt Six Sigma certification during my internship.”

Graduate Programme

Get ready to learn, grow and share ideas that can bring hope to patients battling serious diseases.

Our graduate offering is a major step towards a career you'll find fulfilling, both professionally and personally.

The programme is designed across three nine month rotations to give you valuable industry experience in a cutting edge biopharmaceutical manufacturing environment.

Learn more at careers.bms.com/ie

During your Graduate Programme you will experience:

- Being part of a professional team from day one
- 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 from the moment you join us
- A mentor to invest in your development, offer career advice and guide your ambitions
- Regular feedback and coaching
- Exposure to senior management and business leaders

Key Dates



Applications Open
September



Recruitment
October



Offer
November



Start
September
Following Year

What Qualities Are We Looking For?

We are looking for highly motivated individuals who can collaborate in teams and have the willingness to learn. Bristol Myers Squibb is an equal opportunity employer.



Passionate about the biopharma sector and innovation in healthcare



Energetic, collaborative and dedicated



Strong communication skills



Ability to work as a member of a team



Desirable: 2:1 in Science or Engineering discipline



The right to work in Ireland



How to Apply



Apply | September

Apply online at careers.bms.com/ie

Applications for the Science and Engineering Graduate Programme are open from 2nd September.



Recruitment | October

We will want a chance to impress you!
Interviews will take place within four weeks of the closing date.



Selection & Offer | November

If you have been successful, contact will be made to notify you have secured a place on the Bristol Myers Squibb Ireland Graduate Programme!



Start | September

Graduates are welcomed to Cruiserath Biologics in the second week of September each year.

The Graduate Journey





○ **Induction**



○ **Graduate Buddies Assigned**



○ **Team Building Day**



○ **1 to 1 with Senior Leadership Team**



○ **Graduate Session Check in Every Month**



○ **Graduate Poster Presentation**



○ **Rotation Completed**

Sound good?

Apply now!

Applications close
30th September

A Great Place to Work



We are very proud to be one of Ireland's Great Places to Work consecutively since 2017.

What is our secret? Simple — our people!

We offer competitive benefits and compensation to help each employee grow and thrive. Your work and achievements contribute to transforming patients' lives – and BMS designs employee packages to bring out your best.



Rewards & Benefits



Highly competitive salary and benefits



Volunteering



26.5 days paid holiday per annum



Subsidised restaurant



Onsite gym facilities



Easy access from public transport and onsite car park



Laptop



Flexible working hours



Sports and social clubs



Working Together for Patients and Communities

Corporate Social Responsibility



We know that our responsibility goes beyond medicine. As global citizens, we have a responsibility to create a positive impact in the communities where we live and work.

Our CSR Strategy is delivered across four strategic pillars: Volunteering, Charity, STEM and Sustainability. Our people give generously of their time,

expertise and enthusiasm to help strengthen our communities in Ireland and inspire young people to help change lives for the better through innovation, science and engineering.

We are an LEED accredited campus and we are committed to protecting the natural flora and fauna that surround our sites in Ireland.

At Bristol Myers Squibb we integrate care and compassion into everything we do. Those joining our student or Graduate Programme are tasked with real responsibility to help deliver our vision for a better tomorrow for both patients and the environment we live and work in.



Volunteering



STEM



Sustainability



Charity

Passionate About Our People



At Bristol Myers Squibb, carrying out our mission for the patients and communities we serve would not be possible without the passion, dedication, and invaluable contributions of our people.

The Bristol Myers Squibb People Strategy is a framework designed to offer an energizing and engaging work experience where every colleague is inspired, motivated and empowered to help transform lives around the globe.

At the heart of this purpose is our commitment to Inclusion and Diversity: to foster an inclusive working environment where all colleagues are enabled to reach their full potential. This potential is seen in not only career development, but also support for personal wellbeing.

Our eight employee-led People and Business Resource Groups offer employees opportunities to use their unique skills and perspectives to support our company, our communities and our patients around the world.

CLIMB Cultivating Leadership and Innovation for Millennials and Beyond

BOLD Black Organization for Leadership and Development

DAWN Differently-Abled Workplace Network

PAN Pan Asian Network

B-NOW Bristol Myers Squibb Network of Women

PRIDE Alliance

OLA Organization for Latino Achievement



A Valued Presence in Ireland



1964

Squibb factory opens in Swords



1966

Squibb opens distribution centre in Shannon, Clare



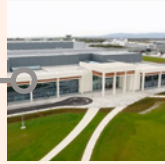
1989

Bristol Myers merges with Squibb, creating a global leader in the health care industry



2004

Cruiserath API manufacturing facility opens in Dublin 15



2014

\$1billion investment in Cruiserath Biologics Manufacturing Facility announced



2015

Official opening of External Manufacturing Headquarters in Dublin



2017

Cruiserath Biologics facility opens and welcomes over 400 new employees on site



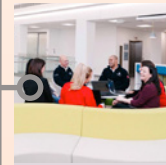
2019

Cruiserath receives FDA and EMA approval



2020

Biopharma Company of the Year
Pharma Company of the Year - Large
Cruiserath Biologics Wins ISPE Facility of the Year Award



2021

Recognised as a Best Place to Work in the Great Place to Work awards
Recognised as Top 100 Company Leading in Wellbeing in Ireland
Recognised as Best Place to Work for Women



2022

Best Graduate Programme in Ireland 2022
Shortlisted for Best Intern programme



Transforming patients' lives
through science™

www.bms.com/ie
