

# A Career with Purpose



## BRISTOL MYERS SQUIBB

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

# 1964

EMPLOY OVER

# 650

## 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



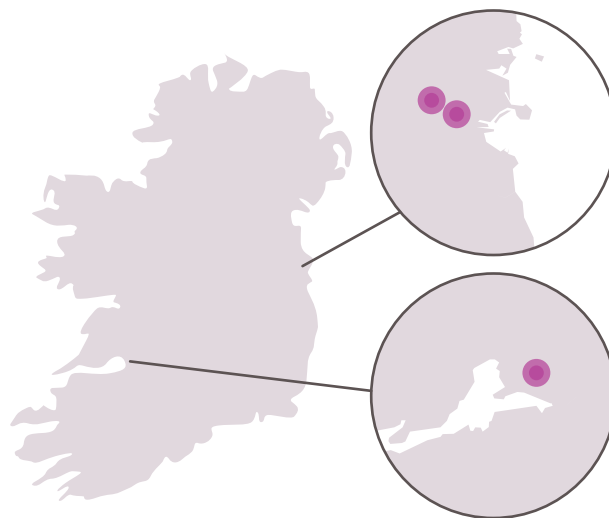
## GLOBAL BIOLOGICS LABORATORY

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



**Distribution Centre**

Shannon, Clare



**Commercial Operations**

Plaza 254, Dublin



**Market Supply Operations**

Cruiserath Campus, 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

# Pádraig Keane

Director, Supply Chain Cruiserath Biologics  
University Relations Sponsor

At Bristol Myers Squibb we have the best and the brightest people in the industry. They are the foundation of our success and our competitive advantage. They work together to bring our mission to life, and they bring a personal touch to everything we do.

I started my career with Bristol Myers Squibb and it has brought me to the USA, Australia and back to Ireland. There are no limits to a career in this organisation or the difference you can make.

If you want to take responsibility for your career, continue to develop yourself while working, are open to different career paths and want to work for a company who is interested in helping you achieve this - then think about Bristol Myers Squibb.



“There are no limits to a career in this organisation or the difference you can make.”

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# What We Do

**At Bristol Myers Squibb we are inspired by a single vision – transforming patients’ lives through science.**

We are a leading global biopharma company focused on discovering, developing and delivering innovative medicines for patients with serious diseases.

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.

We bring a human touch to every treatment we pioneer. 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.

We have operated in Ireland since 1964, employing over 650 people across a range of activities and business units. Many of these global business services, including the European Treasury Centre, Global Biologics Lab, Market Supply Operations and Commercial Operations are on the island of Ireland.

Ireland is also home to External Manufacturing’s global headquarters, the business unit responsible for the management of contract manufacturing operations (CMO’s) and ensuring reliable supply of product to patients across the Bristol Myers Squibb global network.

Located in Dublin, Cruiserath Biologics Campus, a one billion dollar Multi-Product Cell Culture Biologics Manufacturing facility, is the company’s first European biologics manufacturing facility. This state of the art facility will produce multiple therapies for the company’s growing biologics portfolio and plays a central role in the Bristol Myers Squibb global manufacturing network.

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

## **Passion and expertise unite us**

We create a work environment that places a premium on passion, innovation, urgency, accountability, inclusion and integrity to bring out the highest potential of 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.

We believe that the diverse experiences and perspectives of all our employees help to bring out our best ideas, drive innovation and achieve transformative business results.

We are accountable to one another and to the patients we serve. Will you come join us?



# Early Recruitment Programmes

You can grow your career here, your way. We know how important your future development is so we'll let you drive!

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.

Your career at Bristol Myers Squibb will follow the 70:20:10 learning and development model. This includes 70% on the job training, 20% networking, coaching and mentoring opportunities and 10% formal training. This model will help you develop all the key competencies you'll need to become top of your field.



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 open in September and December each year.

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 biopharmaceutical multinational

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.

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? We can't wait to see what you're made of!

## 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 live 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
- Exposure to senior management and business leaders

## Key Dates



### Application September 2020

We ask that you alert us to your placement date and length



### Start

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

“The placement provided great insight on what the industry has to offer, and this experience made me feel more prepared to work after college.”

—Linus Sng  
Graduate Intern  
and Manufacturing Engineer



## Linus Sng Internship Programme

Internship June 2018 | Manufacturing Engineer June 2020

### What drew you to Bristol Myers Squibb when you were seeking an internship?

One of my lecturers was from the National Institute for Bioprocessing Research and Training (NIBRT). He told us how Bristol Myers Squibb had just invested \$1bn in Ireland on their new biologics manufacturing plant.

My interest in the biopharma sector grew and, two-and-a-half years later, I saw they had a summer Internship Programme. I thought, this is a perfect way for me to gain experience in this field.

### What expectations did you have before you began your internship?

I heard great things about the Internship Programme from a former intern. I pictured myself shadowing a colleague testing and running phases on a system, helping with engineering paperwork for the team and working on ad-hoc tasks.

### What duties and responsibilities were you given initially?

On the first day of placement, interns were given a student internship integration plan by their managers. The plan included a list of projects that I would be tasked with during my placement.

I also had the opportunity to go on tours to the different buildings, see the facilities and meet the different departments. This helped me to understand the complete production process and how each department is working together to achieve the same goal.

### Did the scope of your work change as the internship progressed?

I was given a pretty complex project to complete towards the end of my internship. The project involved simulating the systems running on

the manufacturing floor with a created virtual graphic on an existing web application. It was a highly detailed graphic of the system in progress, which allowed my colleagues to observe the system working with real-time data, meaning they did not need to enter the manufacturing floor. This project definitely differed to the work done in the early days of my internship!

### Did you feel more prepared for working life following your internship?

Absolutely. Before the internship, I was really nervous about going to work in a biopharmaceutical plant because of its sophisticated processes and how regulated it is.

### Why should someone take up an internship at Bristol Myers Squibb?

There is a great working culture. Everyone here is very passionate about what they are doing – working to help patients – and I believe this is what makes the working environment really vibrant.

Even though you are a student in the company, the amount of responsibilities entrusted on you is phenomenal. If you have ideas or want to work on a new project, your voice and feedback is heard by your managers.





# 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.

For more information visit  
[www.bms.com/ie/careers](http://www.bms.com/ie/careers)

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

 **Application**  
**September 2020**


 **Recruitment**  
**October 2020**


 **Offer**  
**November 2020**


 **Start**  
**September 2021**


## 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

## Rewards & Benefits


 Highly competitive salary and benefits

 Voluntary work in community


 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





“The skills and experience you gain on the Graduate Programme really set you up for a future role in the company.”

— Eleanor Thornton  
Engineering Graduate 2019 Intake



## Eleanor Thornton Graduate Programme

Engineering Graduate 2019 Intake

**What was your undergraduate degree, did you undertake a postgraduate?**

Chemical & Bioprocess Engineering, UCD, BE & ME

**Did you always know you wanted a career in Pharma?**

Not always, I enjoyed science and maths in school and then decided from that to study engineering. In college I got to try out some pharma engineering classes and completed a placement in a pharma company.

**Why did you apply for a Graduate Programme?**

I wanted to try out different roles and understand more about the industry, life on a site and see from this experience what really appealed to me. It's a good opportunity to experience various roles you might not otherwise get the chance to try by going straight into a job.

**How has the Graduate Programme prepared you for the workforce?**

I feel that I've learned a huge amount. It's given me a great introduction into several areas in the industry and

company. The skills and experience you gain on the Graduate Programme really set you up for a future role.

**What is the most unique aspect about the Graduate Programme?**

I think the best aspect of the programme is the flexibility that comes with it. You dictate the path you follow and can determine where you go next. The support you get from the coordinators/your team/ the whole site is second to none, everyone is very approachable for anything that you might need.



## How to Apply



### Apply | September 2020

Visit [www.bms.com/ie/careers](http://www.bms.com/ie/careers)

Applications for the Science and Engineering Graduate Programme are open from September 7th 2020.



### Recruitment | October 2020

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



### Selection & Offer | November 2020

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 2021

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  
16th October 2020



# It's About the Experience, but the Journey's Amazing

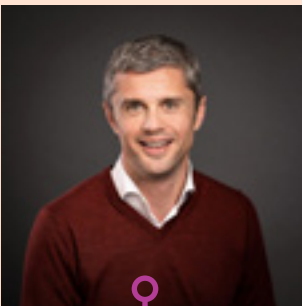
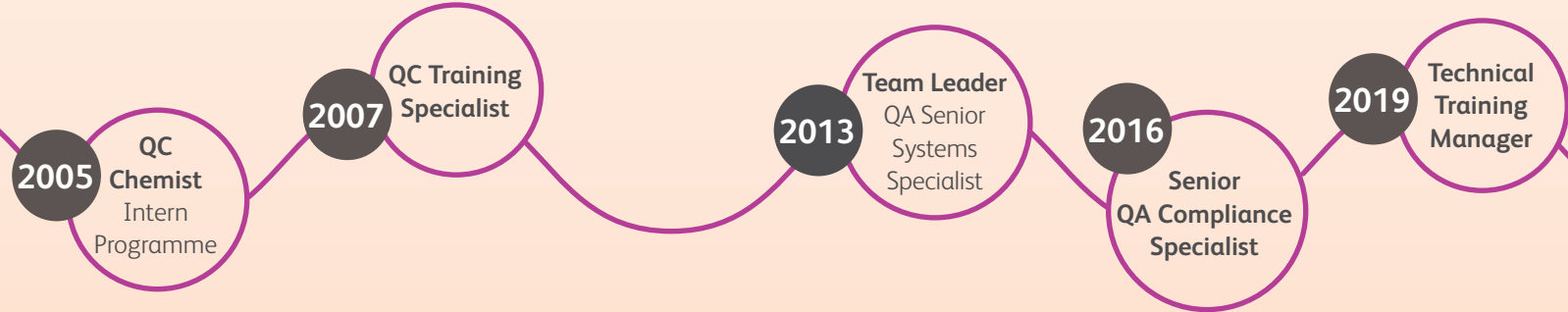
No two career paths are the same. Where could your career with Bristol Myers Squibb take you?



**Pádraig Keane**  
Director, Supply Chain  
Cruiserath Biologics



**Karen Moriarty**  
Technical Training Manager,  
Cruiserath Biologics



**Tim Kilroy**  
Executive Director,  
Product Development Quality,  
New Brunswick, New Jersey



# Grow Together and Make a Difference



Bristol Myers Squibb is much more than a great place to start your career. We care about you, your development and want you to thrive in all aspects of your life. We want you to be your authentic self and bring that to work with you everyday. 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.

Happy, healthy employees are those with a strong work-life balance and we continuously strive to deliver initiatives

that improve the working environment. There are tons of opportunities to find a balance within the many clubs in our Sports and Social Engagement programme, or initiatives within our Health and Wellbeing and Corporate Responsibility programmes.

We are very proud to be one of Ireland's Great Places to Work consecutively since 2017. In 2020, we were recognised as one of the top ten Best Workplaces For Women, as well as one of the top ten Best Workplaces across all industries and sectors.

What is our secret?  
Simple - it is our people!



Diversity and Inclusion Team



Health and Wellbeing Team



CSR Team



Sports and Social Team



Onsite Gym



Biodiversity Nature Trail



**Donal Keogan**  
Downstream Scientist, MS&T

There are plenty of opportunities to develop, both professionally and personally at Bristol Myers Squibb. When I am enjoying my work, I take to the playing field and perform to the best of my ability. Bristol Myers Squibb encourage work life balance and embolden your individual pursuits whatever they may be!



**Paul Fox**  
Operational Excellence & Project Management team

I started my professional career at Bristol Myers Squibb, and worked across numerous departments including manufacturing, quality laboratory and now the Operational Excellence and Project Management team. Throughout my career at Bristol Myers Squibb I have been supported to pursue both professional and personal goals including two masters, and competing in National and International competitions for Jiu-Jitsu.



**Maeve Power**  
Associate Director, Quality Systems & Compliance

My choice to join Bristol Myers Squibb has been validated by the interesting work undertaken, increased responsibility and opportunities I have had - including taking part in the Global Accelerated Leadership programme. This allowed me to travel to sites in the US and Puerto Rico, learning about the multiple disciplines of leadership along the way.

Working here has been a really positive experience as I have been a part of strong, successful teams where culture and flexibility are valued, allowing me to enjoy a busy and fulfilling life both at work and home.



# How We Give Back

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 a LEED accredited organisation and our Cruiserath Biologics campus utilises sustainable energy.

We are also committed to protecting the natural flora and fauna that surround our sites in Ireland. Recently, our Cruiserath Biologics campus launched a new biodiversity nature trail whereby employees, and STEM partners, can see and learn about all we do in preserving and promoting biodiversity locally.

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



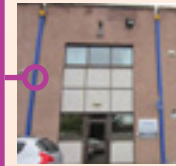
Charity



## Our Journey in Ireland



**1964**  
Squibb factory opens in Swords



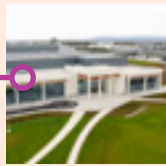
**1966**  
Squibb opens distribution centre in Shannon, Clare



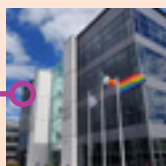
**1989**  
Bristol Myers merges with Squibb, creating a global leader in the health care industry



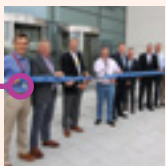
**2004**  
Cruiserath API manufacturing facility opens in Dublin 15



**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, and named Irish Biopharma company of the year



**2020**  
Global Biologics Lab named Pharmaceutical Laboratory of the Year



Transforming patients' lives  
through science™

[www.bms.com/ie](http://www.bms.com/ie)



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highest quality 100%  
recycled paper and is  
FSC® certified.