



Early Careers Brochure

This is where transformations happen.

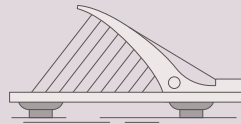
 Bristol Myers Squibb®

BRISTOL MYERS SQUIBB

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

1964

EMPLOYS OVER
1000
PEOPLE IN
IRELAND



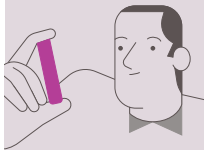
GLOBAL BUSINESS SERVICES

including the European Treasury Centre, Commercial Operations, Global Procurement, Global Manufacturing Science & Technology & Global Delivery Solutions.



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



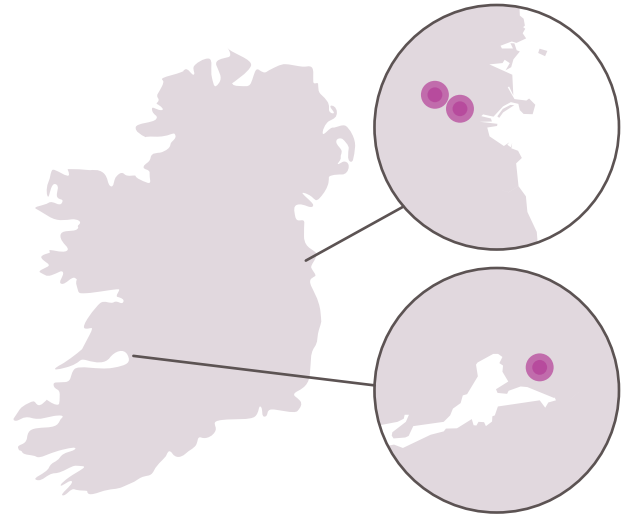
FIRST EUROPEAN BIOLOGICS STERILE DRUG PRODUCT FACILITY

will support the manufacturing and supply of existing medicines as well as serve as a launch excellence facility for pipeline assets.



EXTERNAL MANUFACTURING

Global Headquarters located in Ireland



Distribution Centre
Shannon,
Clare



Commercial Operations
Plaza 254,
Dublin



Global Supply Chain
Plaza 254,
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



Sterile Drug Product facility
Cruiserath Campus,
Dublin

Uniquely
interesting work,
life-changing
careers.

This is where transformations happen.

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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 team is united and inspired by our goal of transforming patients' lives through science.

We create a work environment that places a premium on bringing out the highest potential in each of our colleagues through our company values.

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 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.

Passion	Accountability
Innovation	Inclusion
Urgency	Integrity



Oncology



Immunoscience



Cardiovascular



Fibrosis



Haematology



Neuroscience



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.

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



Rewards and 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







Internship Programme

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 award winning 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 or nine month internship programme depending on the requirements of your degree course. Our internship programme is highly acclaimed for the exceptional opportunities it provides. So, are you ready to embark on a new adventure?

How to Apply



Recruitment opens | September



Interviews | October



Onboarding | January through to May

(*Placements are flexible according to the applicant's academic course.)



Departmental Training



Duration | Minimum six months



gradireland
**Graduate
Recruitment
Awards**

The Intern Journey



“The internship programme has not only enhanced my technical skills but also boosted my confidence in navigating the professional world.”

Arina Ponomarenko

Downstream Manufacturing Intern





Graduate Programme

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

Our award winning graduate offering at Cruiserath Biologics, Bristol Myers Squibb Ireland 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.

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.

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



How to Apply



Apply | September

Applications for the Science & Engineering Graduate Programme are open from early September.



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!



Recruitment | October

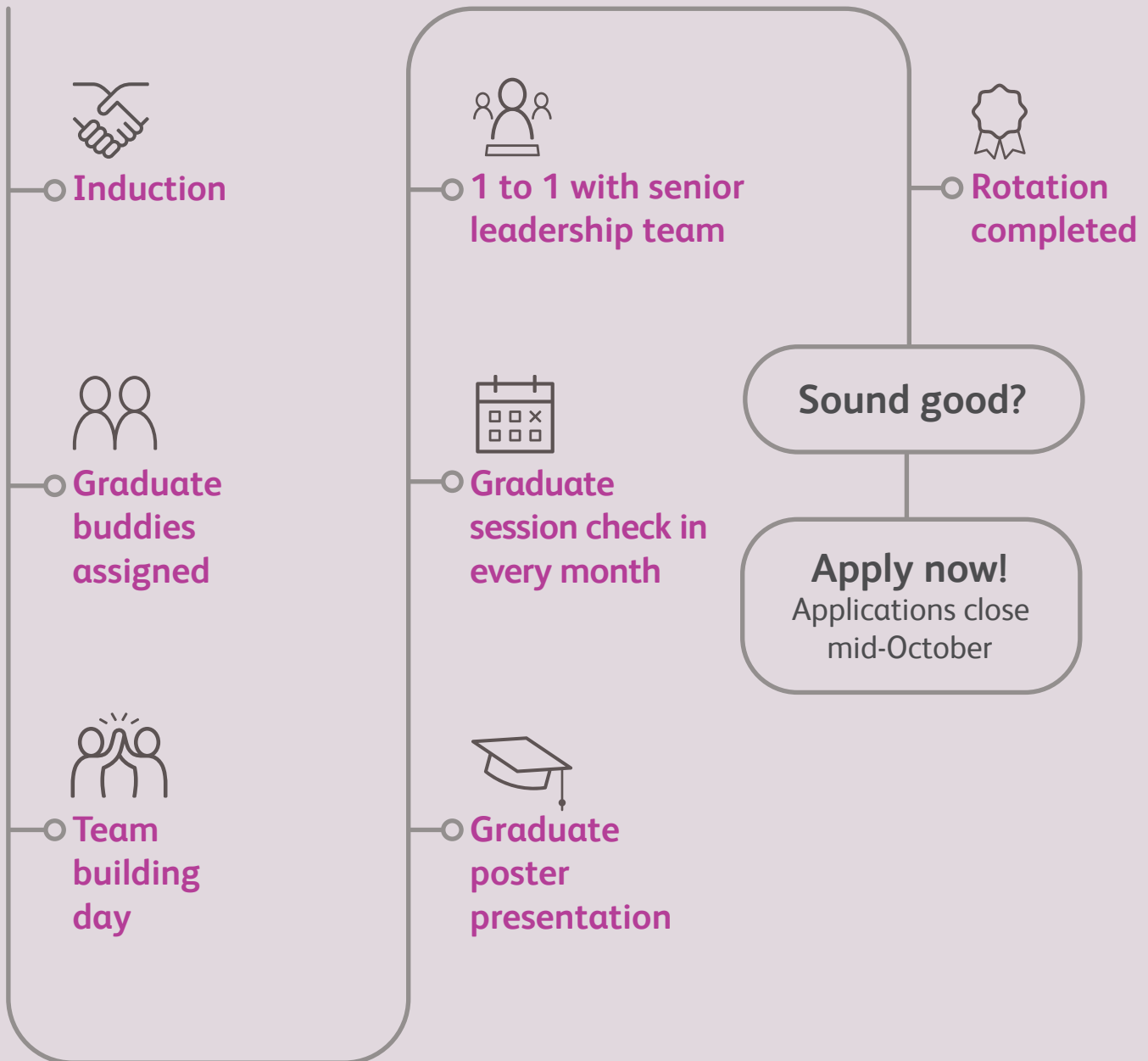
Interviews will take place within four weeks of the closing date.



Start | September

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

The Graduate Journey



“The graduate programme has not only increased my confidence starting out in the working world but has allowed me to take on more responsibilities and contribute to larger team projects as I progress through my work rotations.”

Omar Rayan

Manufacturing Science and Technology Upstream Graduate



Apprenticeship Programme

At our Cruiserath Biologics campus, we are proud to support the national apprenticeship programme with Generation Apprenticeship.

This Apprenticeship Programme is designed to offer hands on experience and a robust foundation for individuals eager to embark on a career in the pharmaceutical industry. This is done through structured education, formal training and learning in the workplace.

Our apprenticeship programme spans two years for Level 6 qualification holders, with an optional third year for those pursuing a Level 7 qualification.

We are continuously seeking colleagues who are eager to make a difference and support us in our mission to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

How to Apply



Apply | April

Applications for the Laboratory Apprenticeship programme are open from early April.



Interviews | May - June



Selection & Offer | June

If you have been successful, contact will be made to notify you have secured a place on the apprenticeship programme at our Cruiserath campus!



Start | September

We will work with successful applicants in securing start dates that align with apprentice programmes.

Apprenticeship Journey





“I pursued the apprenticeship programme to gain experience, and it has exceeded my expectations with excellent training, support, and mentorship.”

Viktoriia Mokhna

Quality Control Apprentice

Passionate About Our People

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

Our 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

B-NOW Bristol Myers Squibb Network of Women

BOLD Black Organization for Leadership and Development

PRIDE Alliance

DAWN Differently-Abled Workplace Network

OLA Organization for Latino Achievement

PAN Pan Asian Network

Health & Wellbeing

Go Green

University Relations

Inclusion & Diversity

CSR

Sports & Social





VE-532

VE-534

VE-5

VE-533

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



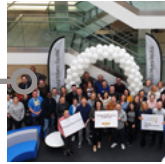
2004

Cruiserath API manufacturing facility opens in Dublin 15



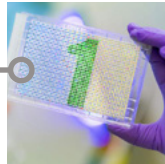
2014

\$1 billion investment in Cruiserath Biologics Manufacturing Facility announced



2020

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



2019

Cruiserath receives FDA and EMA approval



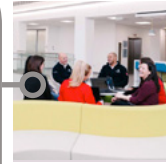
2017

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



2015

Official opening of External Manufacturing Headquarters in Dublin



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



2023

Best Graduate Programme in Ireland 2023



2024

\$400m investment in Cruiserath Sterile Drug Product Facility announced
Best Graduate Programme in Ireland 2024



Transforming patients' lives
through science™



Join our Talent Community

www.bms.com/ie