



Early Careers Brochure

This is where transformations happen.

 Bristol Myers Squibb®



Uniquely
interesting work,
life-changing
careers.

This is where transformations happen.

Contents

- 05** What We Do
- 06** Early Recruitment Programmes
- 07** Rewards and Benefits
- 09** Internship Programme
- 11** Graduate Programme
- 13** Apprenticeship Programme
- 15** Our Locations

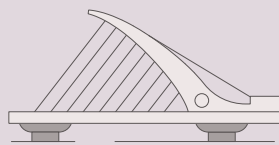


BRISTOL MYERS SQUIBB

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

1964

EMPLOYS OVER
1000
PEOPLE IN
IRELAND

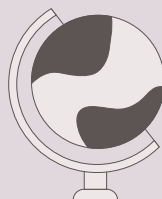


EXTERNAL
MANUFACTURING
**GLOBAL
HQ**



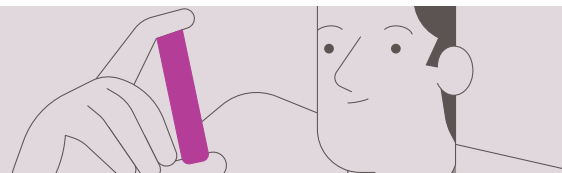
GLOBAL CAPABILITY HUB

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



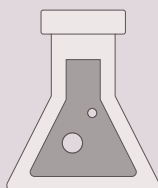
CRUISERATH CAMPUS

Plays a central role in the global manufacturing network
as a world class manufacturing, testing and release campus.



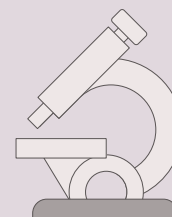
GLOBAL BIOLOGICS LABORATORY

Is responsible for the
release and stability
testing for biologics drug
product for the network.



STERILE DRUG PRODUCT FACILITY

Strengthens supply resilience
for the network while increasing
readiness for the pipeline across
vial, syringe and cartridge formats.



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





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.



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

Viktoriia Mikhna

Quality Control Apprentice

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!

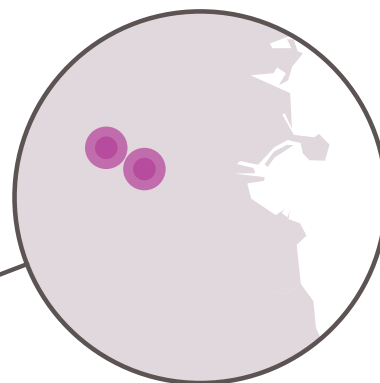
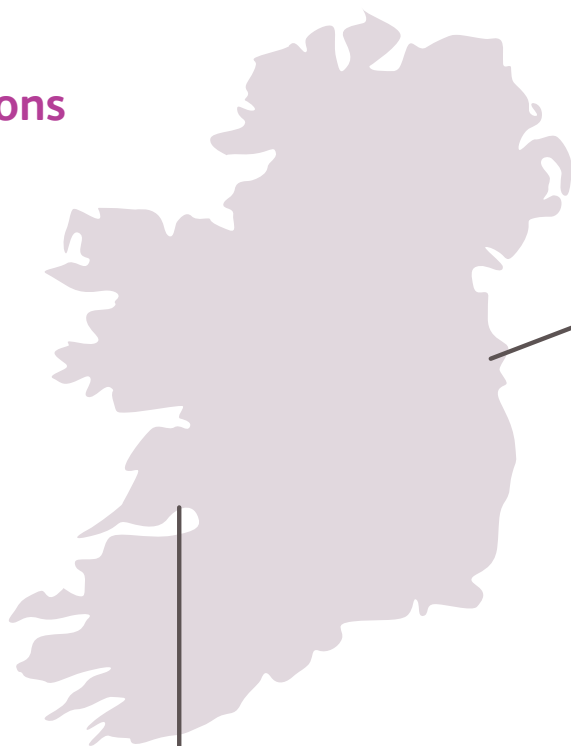


Start | September

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



Our Locations



Plaza 254, Dublin



Global MS&T



Global Supply Chain



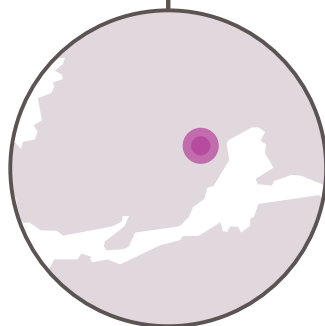
External Manufacturing



Global Procurement



Global Quality



Shannon, Clare



Logistics, Warehousing & Distribution Operations

Cruiserath Campus Dublin



Sterile Drug Product Facility



Drug Substance Facility



Global Biologics Lab



DP Stability Storage



Transforming patients' lives
through science™



Join our Talent Community

www.bms.com/ie