

CLIMB NBR - Rutgers iJOBS Event

THURSDAY AUGUST 3rd, 2023

1:30PM - 5:00PM

- 1:30 – 2:00 PM **Pharma Drug Development Overview (Courtni Newsome) • NBR-111-ABC**
- 2:00 – 2:15 PM **Decoding a Job Description (Rashade A. H. Haynes II) • NBR-111-ABC**
- 2:15 – 2:45 PM **HR/Talent Acquisition Overview (Nayana Vaidya) • NBR-111-ABC**
- 2:45 – 3:00 PM **Walk Rutgers Candidates from Cafeteria to Building 50**
- 3:00 – 3:45 PM **Lab Tours in Building 50**
- 3:45 – 4:00 PM **Walk Rutgers candidates from Building 50 to Building 111**
- 4:00 – 5:00 PM **Social Networking Session • NBR-111-ABC**

Courtnei Newsome



Education:

- PhD Pathobiology, Brown University 2010
- B.S. Chemistry, Tougaloo College 2004

Work Experience:

- BMS:
 - Research Investigator II, Immuno- and Molecular Toxicology/Nonclinical Research and Development
 - Senior Research Investigator I/Principal Scientist, Immuno- and Molecular Toxicology/Nonclinical Research and Development
 - Senior Principal Scientist, Immuno- and Molecular Toxicology//Nonclinical Research and Development

Current Job Function:

- Serve as a manager of direct reports and play a leadership role in the design, development, conduct, and interpretation of immunologic, toxicologic, and molecular biology based assays that address the immunomodulatory potential of discovery and development compounds to potentially treat a variety of diseases and assays to investigate mechanisms of toxicity, biomarkers, and pharmacodynamic (expected pharmacology) outcomes of downstream target signaling.

Pharmaceutical Drug Development and Work/Culture at BMS

August 03, 2023

Courtnei Newsome, PhD
Senior Principal Scientist, Immuno- and Molecular Toxicology
Nonclinical Safety and Veterinary Sciences



Courtnei Newsome – Senior Principal Scientist, Immuno- and Molecular Toxicology (Nonclinical Research and Development)



Born & Raised in
Mississippi



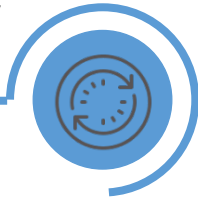
Completed a B.S in
Chemistry

2000-2004

2004-2010



BROWN
Pathobiology Graduate
Program
Completed a PhD in
Pathobiology

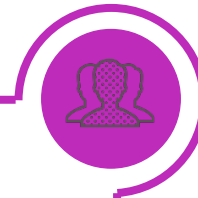


Conducted postdoctoral research in Immunology



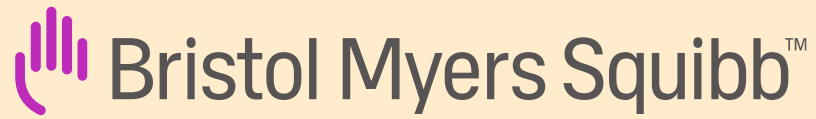
2010-2011

2011-2015



- Immuno- and Molecular Toxicology
- PBRGs
- NCR&D STEM initiatives

2015-Present



Our MISSION

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

Our VISION

To be the world's leading biopharma company that transforms patients' lives through science

Our STRATEGIC FOUNDATION

A differentiated company that combines the **Best of Biotech** and **Best of Pharma** - focused on innovative medicines for patients with cancer and other serious diseases

Patients Are Our Purpose

Above all else, our employees embody the notion that patients are at the center of everything we do



The Pharmaceutical Industry

Core Mission:

To discover, develop, manufacture, and deliver **safe** and effective medicines to patients



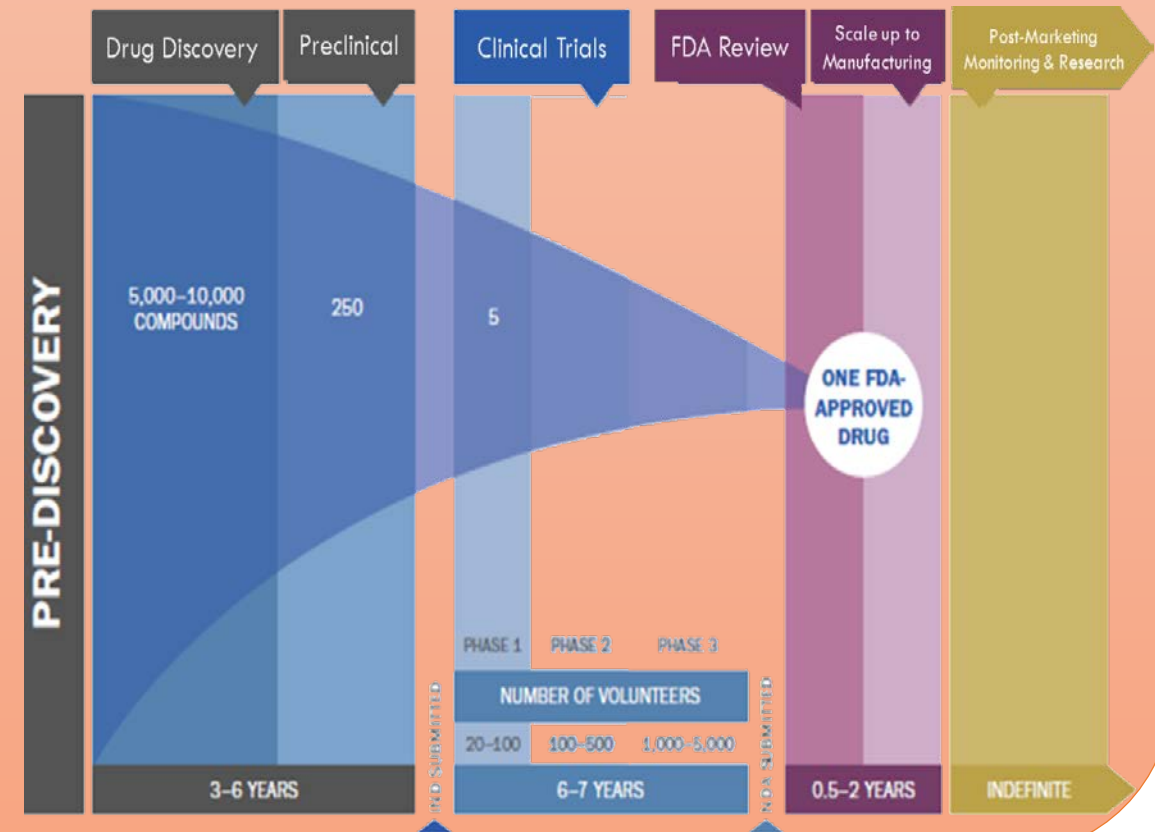
- Driven by innovative science and medicine
- Highly regulated by Drug Regulatory Authorities (eg, FDA, EMA, PMDA)
- Requires both nonclinical (*in silico*, *in vitro*, and *in vivo*) and clinical (human) testing for safety and efficacy

Developing a New Medicine Successfully...

- Drug Development is extremely
 - challenging
 - labor intensive
 - Time consuming
 - Expensive
 - Rewarding

...takes 10-15 years & costs US\$1.3-2.6 billion

Source: Pharmaceutical Research and Manufacturers of America, Drug Discovery and Development: Understanding the R&D Process, www.innovation.org



Therapeutic Areas of Drug Development



Oncology



Cardiovascular



Hematology



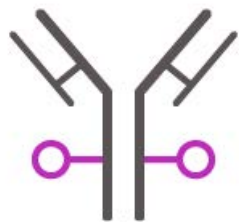
Neuroscience



Immunology

Examples of Drug Platforms

Antibody-drug
conjugates



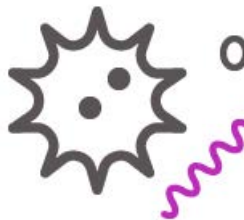
Cell therapy



Drug delivery
technology



Biologics



Gene therapy



RNA oligonucleotides



Epigenetics



Millamolecules



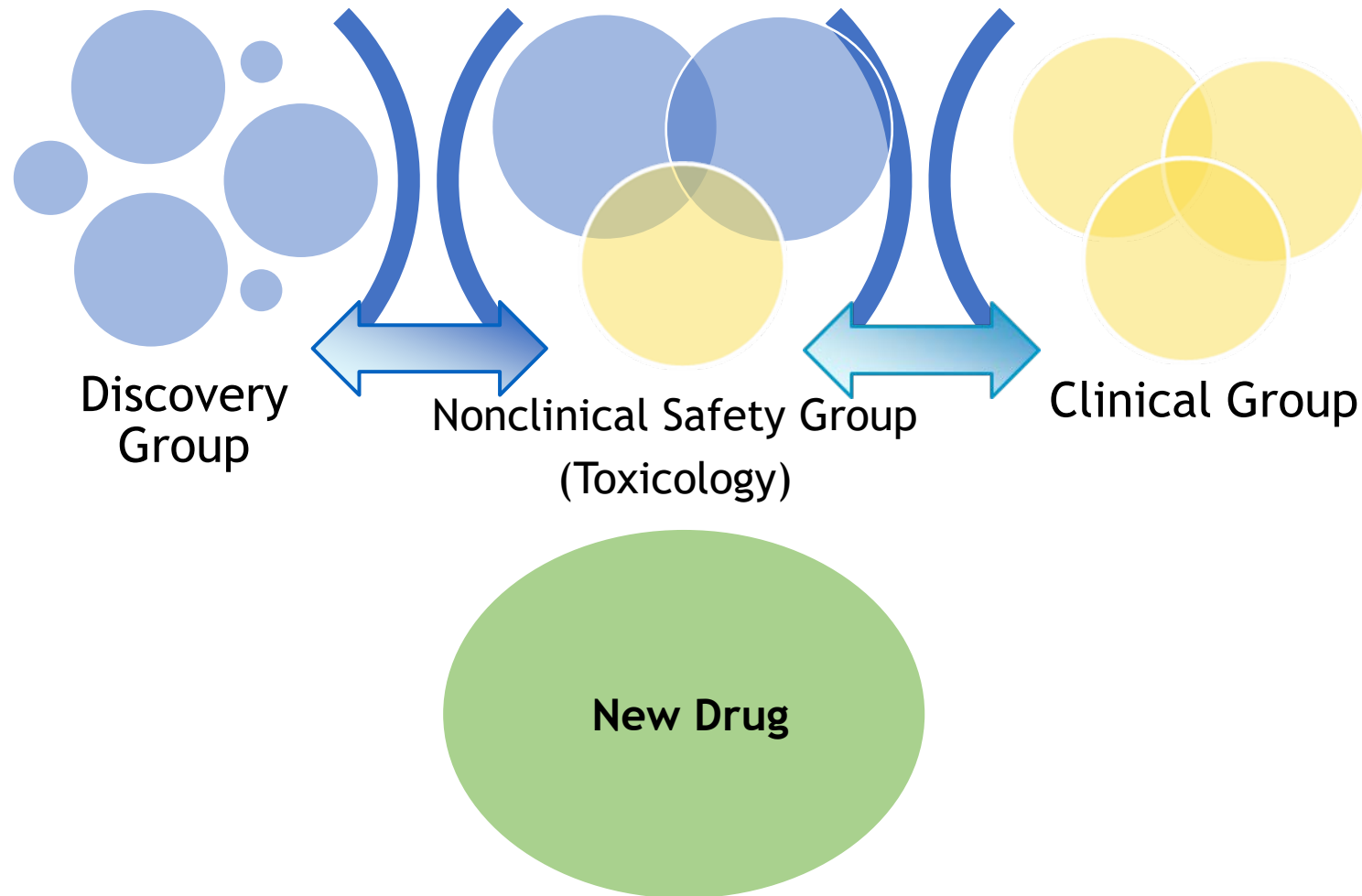
Small molecules



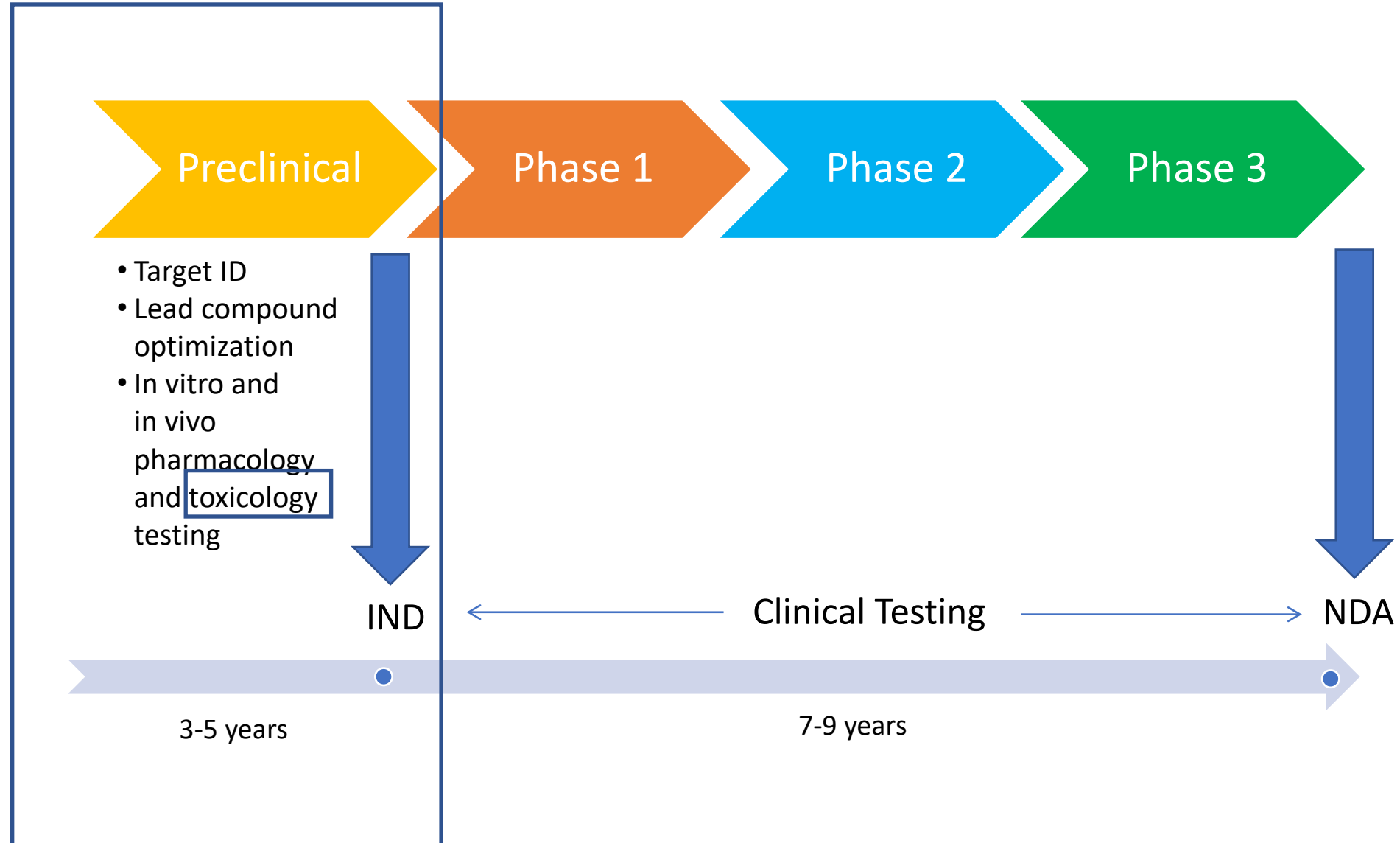
Protein
homeostasis



No one group makes a drug!



Drug Discovery/Development Process



The Role of Nonclinical Safety Testing in Drug Development

Goal:

- Characterization of toxic effects in animals with respect to target organ or biologic process, dose dependence, relationship to exposure, reversibility, and relevance to humans
- When necessary, investigate and resolve toxicology issues

Types of Nonclinical Safety Studies

- Repeat Dose Toxicity Studies
- Genotoxicity
- Safety Pharmacology
- Reproductive/Developmental Toxicology
- Carcinogenicity
- Immunotoxicology

Key Toxicology Concepts: Drive Study Design, Data Interpretation, and Study Reporting

- NOAEL
 - No Observable Adverse Effect Level – the highest dose at which no adverse effects are observed
- Exposure
 - Plasma levels of parent drug and metabolite(s)
- Safety Margin (estimate of the risk : benefit ratio)
 - The exposure at the NOAEL in a nonclinical study divided by the human exposure
- Dose-limiting Toxicity (aka Maximum Tolerated Dose)
 - Any toxicity that limits the ability to further increase the dose
- Exaggerated Pharmacology
 - Toxicity that is due to excessive modulation of the primary pharmacological target beyond the point necessary for efficacy

Toxicology Testing Regulatory Requirements*

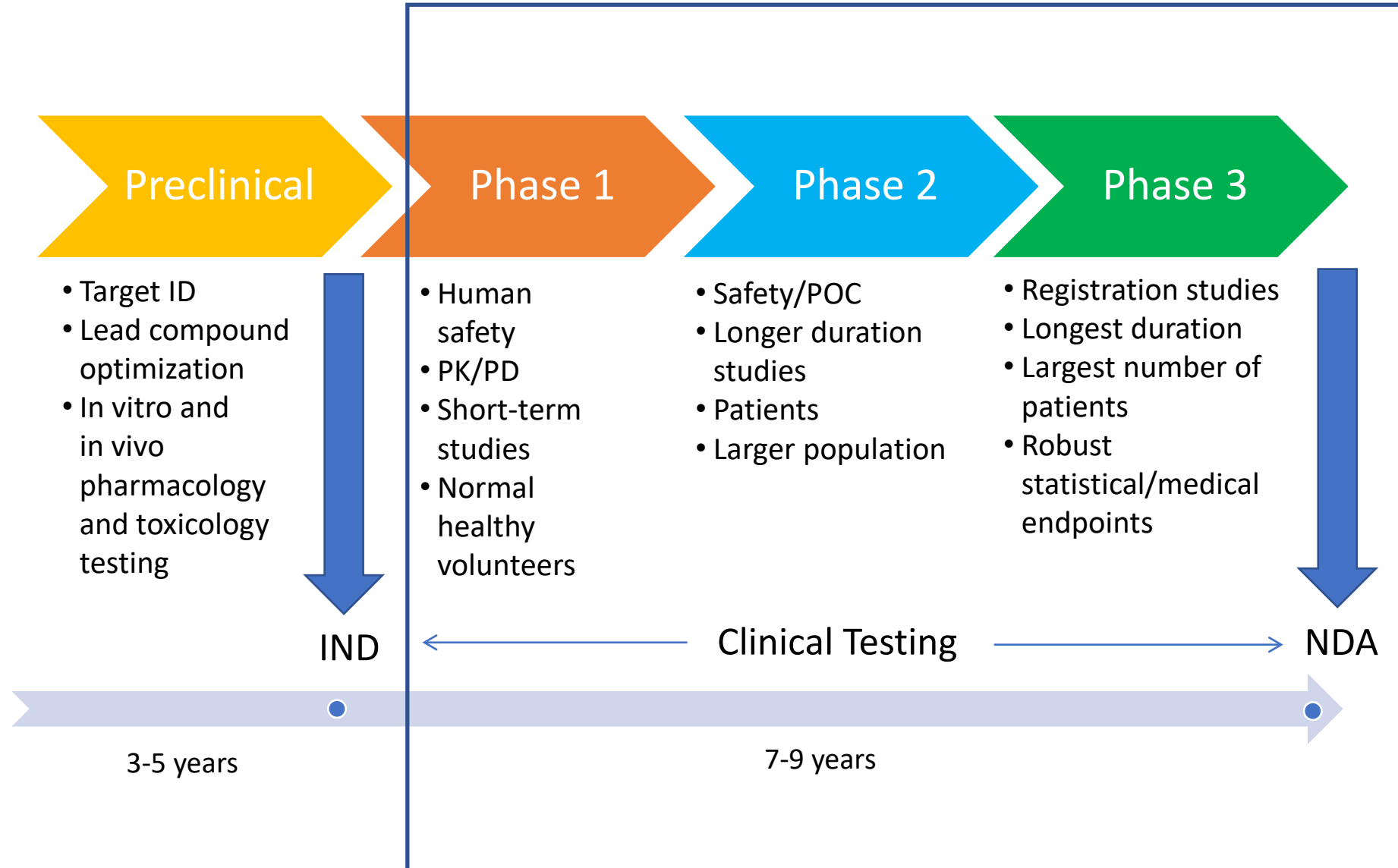


Toxicology study results and help

- Identify potential development-limiting toxicity
- Define clinical doses
- Provide guidance to clinical investigators on potential safety issues they need to watch out for
- Inform on patient safety throughout drug development process
- Lead to successful clinical trials

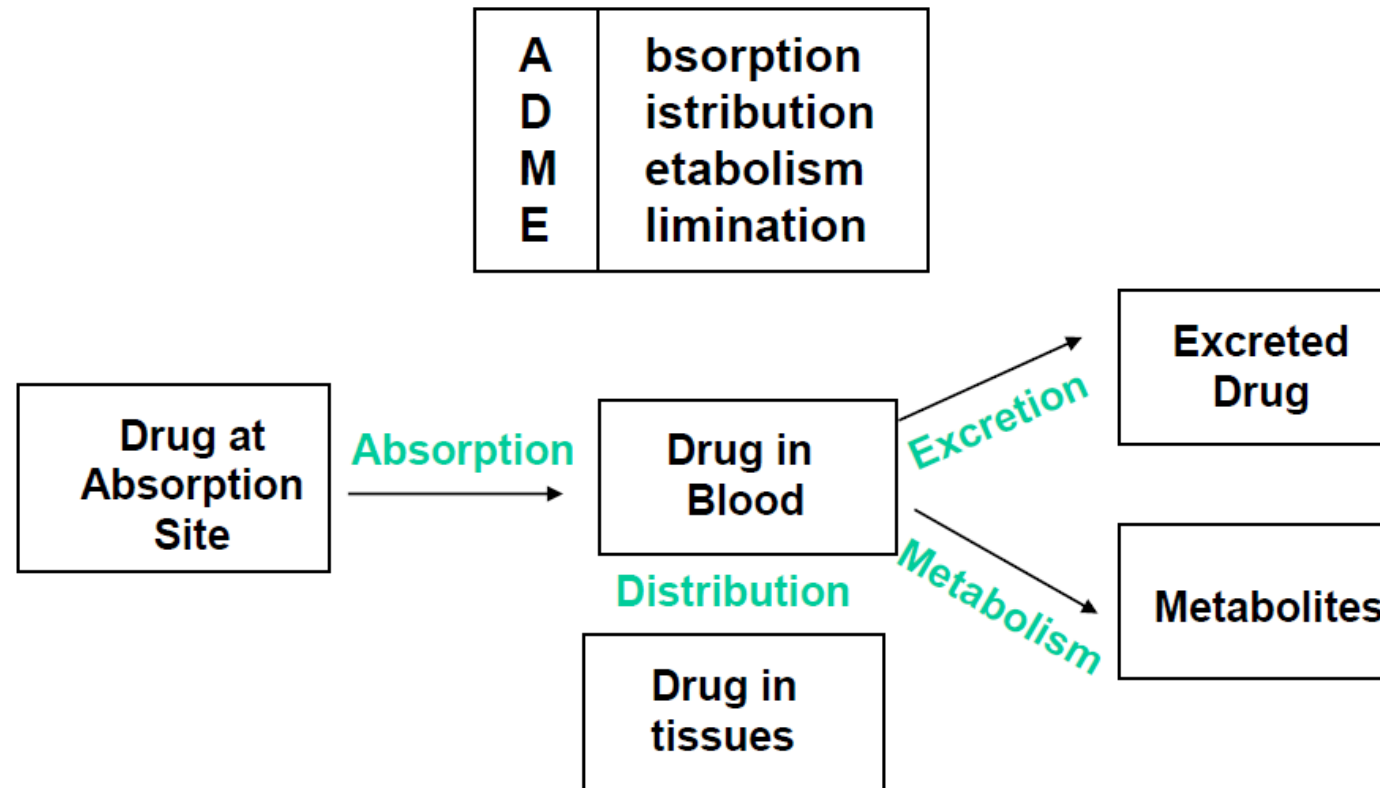
*Guidance provided through the International Council on Harmonization of Technical Requirements for the Registration of Pharmaceuticals for Human Use (ICH)

Drug Discovery/Development Process



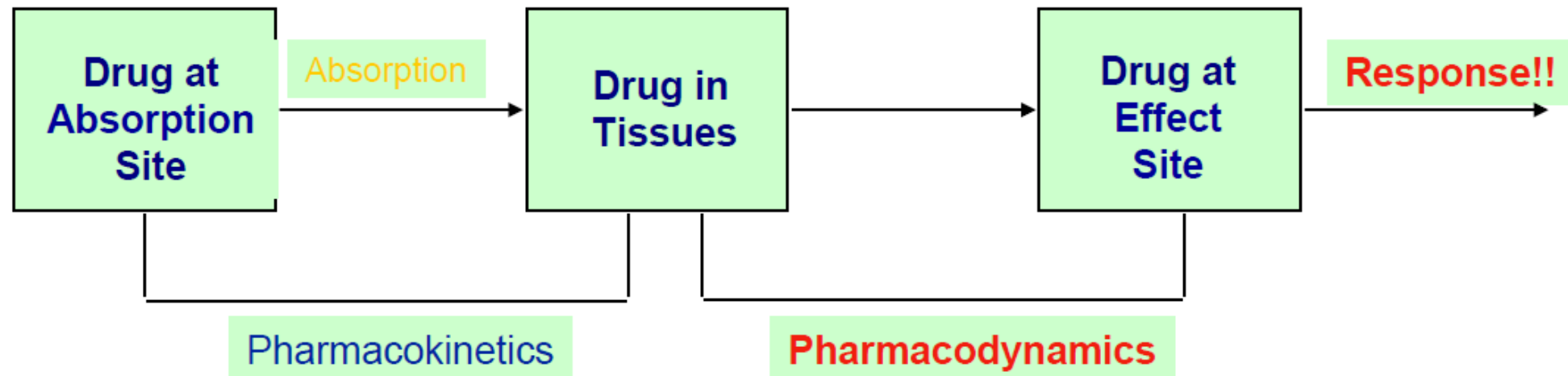
Factors to Consider in Drug Discovery/ Development Process...Pharmacokinetics

The study of the fate of a drug with time as it moves through the body



Factors to Consider in Drug Discovery/ Development Process...Pharmacodynamics

Understanding the relationship between drug concentration and the intensity of pharmacological (biological) response.



Commercialization: Delivering Our Medicines to Patients

Multiple Stakeholders Inform Treatment Choice...

Based on Key Considerations

“Why would I prescribe it?”

Health Care Provider



Reasons to believe scientific data and expected outcomes

“Why would I pay for it?”

Payer, Pharmacy benefit Provider



Economic value, in absolute terms and vs standard of care

“Why would I take it?”

Patient



What to expect in terms of outcomes, side effects, quality of life

“Where do I get it?”

Patient



Distribution model (pharmacy, specialty pharmacy, in-clinic, hospital)

“Fair Balance”
Prominence of efficacy/
convenience (benefits) vs
adverse events/toxicities

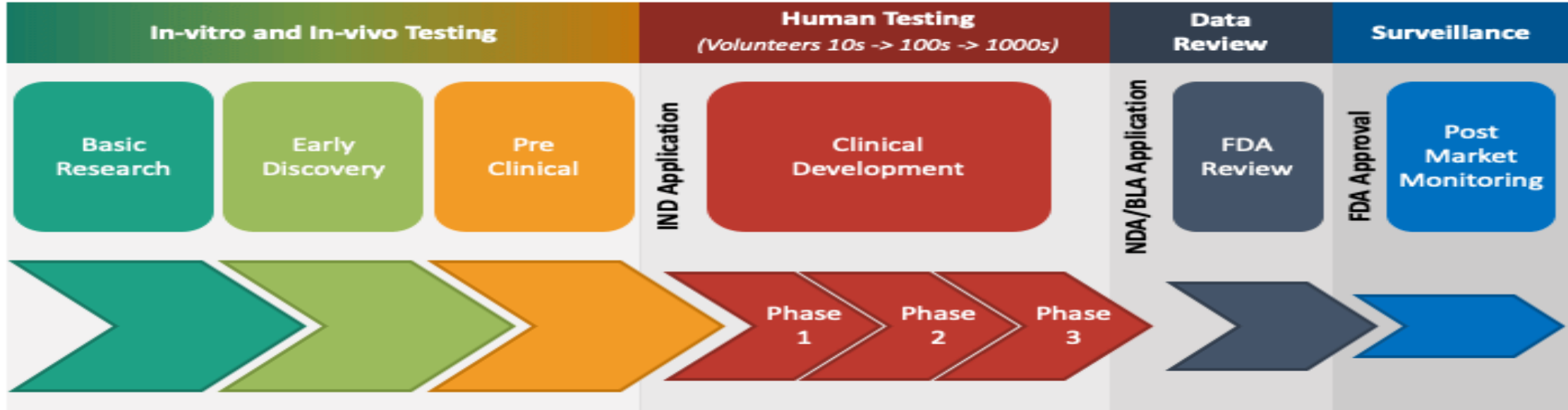
DRUG DEVELOPMENT PROCESS

How does it relate to my Major/Concentration?

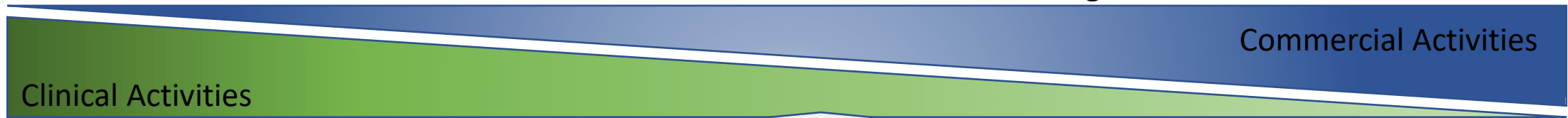
3 – 6 Years

6 – 7 Years

2 – 5 Years



Investments, Personnel, Data, Information Management



Resources

Financial/Capital/Investments	Scientific	Medical	Information Technology (IT)	Ethics	Sales Force
Equipment/Tools/Facilities	Data Collection	Project Management	Clinicians	Statistics	Marketing
Intellectual Property	Lawyers	Doctors	Operations	Writing	Politics/Governance
	Business		Nurses		

Pharmaceutical Drug Development and Work/Culture at BMS



BMS has invested in People & Business Resource Groups (PBRGs)

- BMS is committed to sustaining a culture of inclusion that relies on the diversity of people and on unique perspectives and experience to achieve our patient-focused mission and business objectives.
- Our People and Business Resource Groups (PBRGs) help us meet this commitment in a truly distinct way that impacts our business performance.
- PBRGs are open to the entire global workforce.
- These groups focus on the Global Inclusion & Diversity priorities of workforce workplace and marketplace to drive business results and foster a culture of inclusion, strong employee engagement, and higher levels of productivity.
- These groups also provide opportunities for networking and continued professional growth and development

BMS has invested in People & Business Resource Groups (PBRGs)

B-NOW Bristol Myers Squibb
Network of Women

OLA Organization for
Latino Achievement

BOLD Black Organization for
Leadership and Development

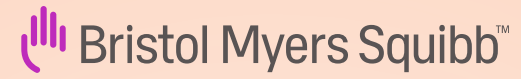
PAN Pan Asian
Network

CLIMB Cultivating Leadership and Innovation
for Millennials and Beyond

PRIDE Alliance

DAWN Disability Advancement
Workplace Network

VCN Veterans Community
Network



Thank You for Joining Us



Rashade A. H. Haynes II, Ph.D



Education:

- PhD Veterinary Bioscience, **THE** Ohio State University 2009
- B.S. Animal Science, Rutgers University 2003

Work Experience:

- BMS
 - Sr. Principal Scientist, Immuno- and Molecular Toxicology
 - Principal Scientist, Immuno- and Molecular Toxicology
 - Sr. Research Investigator, Immuno- and Molecular Toxicology
 - Research Investigator II, Immuno- and Molecular Toxicology
- Oncobiologics
 - Sr. Scientist, Bioassay

Current Job Function:

- Our team is responsible for conducting immunotoxicological assessments in Nonclinical Research and Development.
- Design, justify, develop, implement, and perform various immunologic, biochemical, and molecular biology-based assays that address the toxicological, immunomodulatory and/or immunogenic potential of discovery and development compounds.
- Play a key leadership role on investigative project teams aimed at addressing key scientific and/or project-related questions. Serve as a subject matter expert and contributing scientist/ principal investigator.

Prior Job Function: (Example)

- Developed bioassays to measure pharmacodynamic activity of biosimilars to Humaira, Avastin and other biologics



From Here to...here

My journey and things I've
learned along the way

My Journey



Stops along the way



- Cook College, Rutgers University (1998 - -2002)
- Animal Science, pre-veterinary medicine
- B.S. 2002



- The Ohio State University (2003 - 2009)
- Retrovirology (HTLV-1 and viral induced cancers) and Immunology (adaptive immune responses)
- Published 3 first author manuscripts in major academic journals including Blood, Journal of Virology and Viral Immunology



- Memorial Sloan Kettering Cancer Center (2010 - 2012)
- Immunology (immune cell development and regulatory T cell regulation)
- Created a transgenic GFP reporter mouse for a novel BTB-zinc finger transcription factor
- Identified 2 novel subsets of T cells (regulatory and conventional T cells)

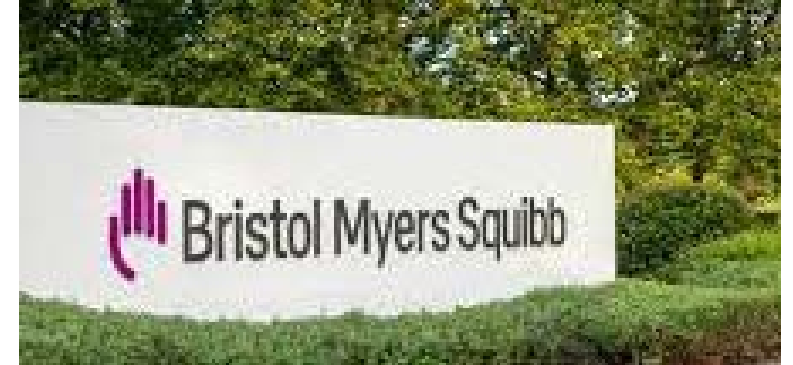
A new journey



- Rutgers, Child Health Institute (same lab as MSKCC) (2012 - 2014)
- Immunology (immune cell development and regulatory T cell regulation)
- Expanded on identification of novel subset of regulatory T cells to include a role in metabolism/obesity (adipose tissue resident T cells), published in Science Immunology



- Oncobiologics (2015 - 2017)
- Bioassay development
- Lead project as SME and developed novel human whole blood cytotoxicity assay to assess similarity and toxicity of biosimilar molecules under physiological conditions



- Bristol Myers Squibb (2017 - present)
- Immuno- and Molecular toxicology
- Design, develop, validate, and conduct of immunologic based assay systems that address the immunomodulatory and/or immunogenic potential of discovery and development compounds, as well as assays to investigate mechanisms of toxicity

Immuno- and Molecular Toxicology at BMS

Our goal is to study the effects of our test articles on the immune system across therapeutic areas.

We are a cohesive team of scientists, study directors, program toxicologists, and managers.



Jamie Crona
Scientist



Deodate Davis
Sr. Associate Scientist



Tiffany Hammonds
Sr. Associate Scientist



Rashade Haynes II
Sr. Principal Scientist



Mohanapriya Kamalakannan
Scientist



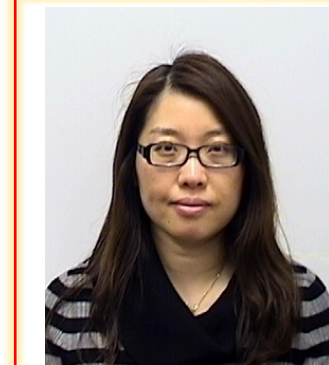
Courtni Newsome
Sr. Principal Scientist



Dan Szatkowski
Scientist



Austin Thekkumthala
Scientist



Bojing Wang
Principal Scientist



Preeti Yamdagni
Principal Scientist

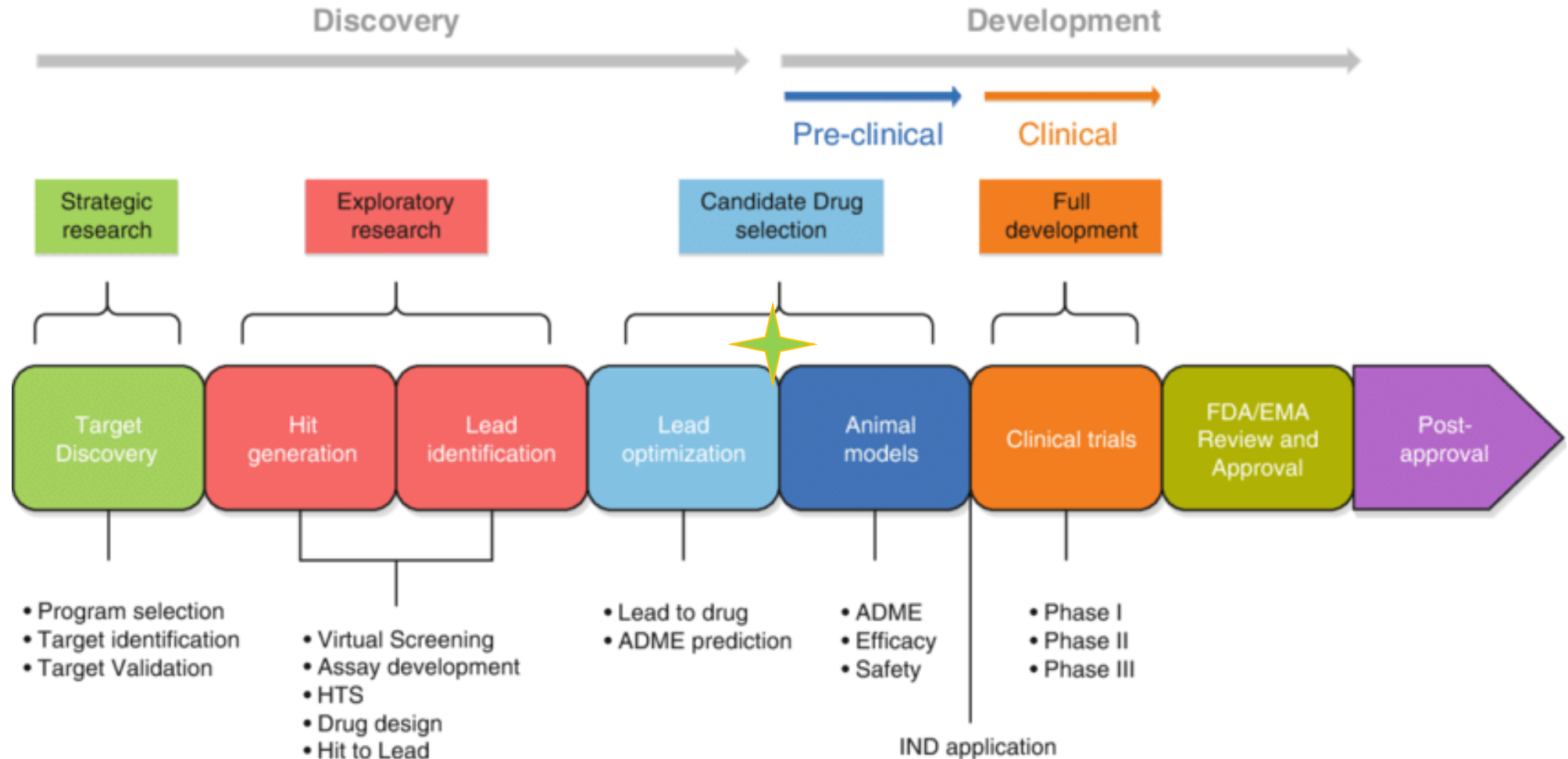
Immuno- and Molecular Toxicology at BMS

- Goal is to investigate mechanisms of toxicity and develop translatable biomarkers in support of regulatory submissions
- Primary focus - immunotoxicological assessment of GT2+ assets on GLP/nonGLP tox studies
 - Additionally, upstream interaction with PCO/BAS on PD/Tox issues to ensure smooth transition
- Lab conduct expertise contributed to internal and external studies
 - the transfer of methodologies to CROs and BMS colleagues
 - Extensive tool kit of assays/approach

Toolbox used for immunotoxicity testing... chosen on a case-by-case basis

- Some assays are validated for submission to regulatory authorities.
- The majority of our assays are non-validated and designed case-by-case per program
 - We develop the assays and conduct as study endpoints
 - End points range from target binding to downstream signaling events due to target engagement, or specific investigative toxicology end points to elucidate mechanisms of toxicity.
- Group has contributed to numerous programs across different species, therapeutic areas, and target indications.

Drug Development



Data scientists roles in pharma

- **Scientist-Systems Immunology Predictive Sciences**

- Ph.D. in statistics, bio-statistics, computational biology, applied mathematics or related field from a well-regarded higher-education establishment.
- 2+ years post-doctoral experience of inter-disciplinary computational and molecular biomarker research in university, hospital or biotechnology environments or 6+ years with no post-doctoral position preferred.
- Strong understanding and experience of methods used in predictive modeling and causal inference including: linear and non-linear regression, network construction and analysis, HMM, and machine learning.

- **Senior Scientist-Computational Biology**

- Ph.D. in genomics, genetics, bioinformatics, computational biology, engineering, statistics, or a related field
- Demonstrated ability of contributing to and helping advance multi-disciplinary team projects
- Proficiency with at least one high-level programming language (R, Python, C/C++) for complex data analysis and reproducible research practices
- Expertise in statistical genetics, especially experience with GWAS/QTL integration, Mendelian randomization, and polygenic risk scores, and/or clinical genomics
- Experience in analysis of high-dimensional molecular data, such as single-cell RNAseq, Exome and Whole Genome Sequencing, high-throughput proteomics

- **Data Science Programmer**

- Gain and apply knowledge of SAS to integrate clinical data and pharmacokinetic data to prepare analysis datasets for pharmacometric analysis in NONMEM and other modeling tools
- Implement sophisticated algorithms to derive complex data sets, and address data issue with supervision
- Employ Spotfire visualization software, and optimize the effective utilization of Spotfire
- Attain and apply solid knowledge of pharmacokinetics, pharmacodynamics, and other scientific areas to partner with experts in order to integrate data sources efficiently and effectively
- Develop and maintain competence in UNIX, Spotfire, R, Python and various Linux/UNIX tools including bash
- Utilize python to develop applications that bring efficiency to processes
- Bachelor's degree in engineering, science, computer science, mathematics, or statistics
- Masters or higher degree preferred

Example scientist role in pharma

- Scientist-Immuno- and Molecular Toxicology

The Department of Immuno- and Molecular Toxicology in Bristol Myers Squibb's Nonclinical Safety Organization has an exciting Scientist career opportunity. The qualified candidate will design, develop, and perform various immunologic, biochemical, and molecular biology-based assays which address toxicological, pharmacologic, immunomodulatory and/or immunogenic potential of pharmaceuticals in development. This position requires critical thinking skills and an appropriate level of scientific independence in assay design, optimization, performance, and validation; sample preparation and analysis; data collection; record keeping; and data evaluation.

Decoding the job listing introduction

- Scientist-Immuno- and Molecular Toxicology

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This position requires critical thinking skills and an appropriate level of scientific independence in assay design, optimization, performance, and validation; sample preparation and analysis; data collection; record keeping; and data evaluation.

Data scientists roles in pharma

- Scientist-Immuno- and Molecular Toxicology

Responsibilities

- Conducts routine and specialized laboratory procedures including multi-color flow cytometry, ELISA assays, ELISpot, cell culture, polymerase chain reaction, cytokine release assays, and others, as appropriate. Assists in the analysis, evaluation, and interpretation of data with supervisory oversight.
- Assists in the design and development of new laboratory procedures and assays with management oversight.
- Contributes to animal study designs/protocols and assists in writing of technical/ scientific reports.
- Trains other laboratory staff on methods of expertise, for example, flow cytometric, Bioplex, MSD and/or ELISA- based methods.
- Prepares or revises SOPs and maintains equipment under GLP guidelines (equipment logs, preventative maintenance).
- Serves as a key troubleshooting point person for addressing technical issues with assays, instrumentation, and/or techniques as well as suggests and/or develops new assay formats to address key scientific questions related to the immunotoxicologic evaluation of drug candidates.
- Collaborates with management to present data at departmental meetings and at BMS sponsored symposia.
- Maintains study notebooks and compiles data in areas of assigned responsibility using appropriate scientific methods and/or according to regulatory guidelines.

Decoding the job listing-responsibilities

- Scientist-Immuno- and Molecular Toxicology

Responsibilities

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Relevance

Data scientists roles in pharma

- Scientist-Immuno- and Molecular Toxicology

Requirements

- M.S./M.A. in scientific discipline with hands-on experience with immunologic and molecular techniques with minimum 2-4 years research laboratory experience or B.S./B.A. in science or equivalent with minimum 5-7 years research laboratory experience.
- Must demonstrate strong communication and organizational skills.
- Must demonstrate critical thinking skills and an appropriate level of scientific independence.
- Proficiency in Microsoft Word, Microsoft Excel, and GraphPad and/or SAS

So how do I get in?



- Networking
 - Internships/co-ops
 - Professional organizations
 - Social media
 - Volunteering/shadowing

Thank you

Rashade.HaynesII@BMS.com

BMS company overview

Our global BMS story

Nayana Vaidya
Early Career Talent Program Manager

Internal Use Only



At Bristol Myers Squibb, we are driven by a single vision:

Transforming patients' lives through science





Our mission

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

Our history

Our company's legacy of innovation began in the 1800s, when our founders made it their mission to bring better health solutions to patients who needed them most. Today, we are continuing that tradition by using the latest science and technology to help improve lives through the research and development of new medicines for serious diseases.

1858

A lifetime of innovation in science and medicine begins with the foundation of the Squibb Laboratories by Edward Robinson Squibb

1887

William Bristol and John Myers began their partnership

1989

Bristol-Myers and Squibb merged and became Bristol-Myers Squibb

2019

Bristol-Myers Squibb and Celgene come together to create a leading biopharma company

Our story

At Bristol Myers Squibb, we are:

Science

Expanding the boundaries of science

Patients

Advancing patient health around the world

People

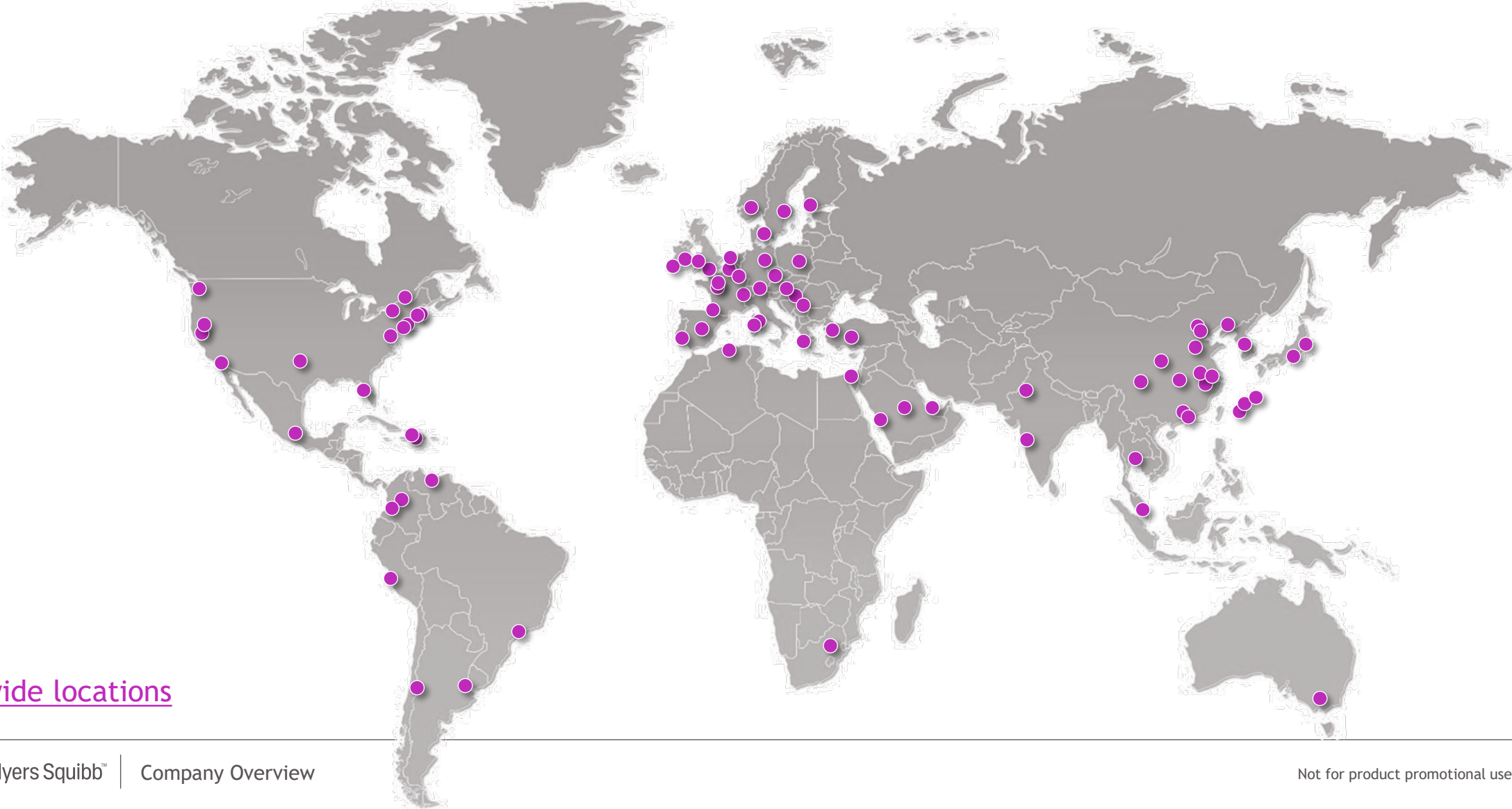
Empowering an inclusive global workforce

Because we know:

Society

People need healthy communities and a healthy planet

We are more than 34,000 people in 43 countries around the world



Worldwide locations

Our values guide our work each day

Integrity

We demonstrate ethics, integrity and quality in everything we do for patients, customers and colleagues

Innovation

We pursue disruptive and bold solutions for patients

Urgency

We move together with speed and quality because patients are waiting

Passion

Our dedication to learning and excellence helps us to deliver exceptional results

Accountability

We all own BMS' success and strive to be transparent and deliver on our commitments

Inclusion

We embrace diversity and foster an environment where we can all work together at our full potential

By the numbers

Science

165

year heritage of innovation

\$11.4B

R&D investment in 2021

50+

assets in best-in-class pipeline

Patients

85

countries across which BMS serves millions of patients

4

of therapeutic areas where BMS helps patients

People

34K+

employees globally

13k

employees in 8 People Business and Resource Groups

Society

\$431M

Over \$431M in corporate giving to nearly 5,000 organizations in 50+ countries over two years (2021 and 2022)

Pioneering science for serious diseases with unmet needs

Leading medicines across four therapeutic areas

Solid Tumor Oncology



Abraxane

Hematology



Cardiovascular



Immunology



Continually seeking to discover and launch breakthrough therapies

9 Recent new product launches

Solid Tumor Oncology



Cell Therapy



Hematology



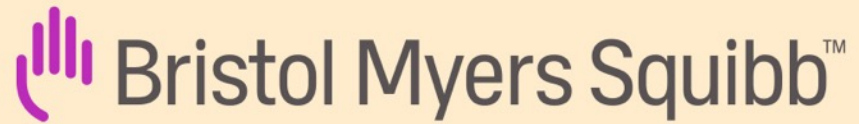
Cardiovascular



Immunology



Additional expansion opportunities across multiple assets



“We come to work each day driven by our mission, acting with a sense of urgency for our patients and their families, because there is still so much more to do.”

Giovanni Caforio, M.D.

Board Chair and Chief Executive Officer



Transform your career at BMS



Internships

10-12 week summer experiences.

Opportunities in all Bristol Myers Squibb functional areas.

Applications accepted
September – January

Co-Ops

Six month programs
(January – June or July – December)

Opportunities in Biologics; Chemistry; Discovery; Engineering; Environmental, Occupational, Safety & Sustainability; Manufacturing; North America Capability Center; Procurement; Quality; Supply Chain; Technology.

Applications accepted
September – November

Development Programs

Full-time programs for Bachelor's, Master's and MBA graduates.

Opportunities in Accounting; Business Insights & Analytics; Cell Therapy Development & Operations; Commercial; Corporate Security; Environmental, Occupational, Safety & Sustainability; Finance, Global Product Development & Supply, Human Resources, Law Department; Philanthropy; Procurement; Technology

Applications accepted
November

Opportunities Nationwide

New Jersey; Devens, MA; Cambridge, MA; Syracuse, NY; New York City; Seattle, WA; Bothell, WA; Tampa, FL; Phoenix, AZ; San Diego, CA; Bay Area, CA; Puerto Rico.

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Sexual Orientation/Gender Identity. ©2022 Bristol-Myers Squibb Company. All rights reserved. 2/22



Where life-changing meets life-defining.

This is where transformations happen.



There's no better place to do some of the most interesting and meaningful work of your career.

Bristol-Myers Squibb Company is an Equal Opportunity Employer
M/F/Veteran/Disability/Sexual Orientation/Gender Identity.

Collaboration in
Cambridge, Massachusetts



Inspiring work at
San Diego, California



Opportunity to Grow

With a mission as impactful as transforming patient's lives, you'll be exposed to growth opportunities that are uncommon in scale and scope. With our emphasis on inclusion and engagement, you'll experience dynamic support and unique resources to drive your career forward.

Explore opportunities:

Visit careers.bms.com to explore and apply for jobs at BMS.



Read [Career Stories](#) from our team.



Benefits

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.



Explore
our Benefits

People and Business Resource Groups (PBRGs)

Our eight PBRGs empower members to be business leaders, add value through the execution of business plans, and accelerate leadership development. They are open to our entire global workforce and membership is growing.

12,500 members | 104 chapters | 43 countries

Bristol Myers Squibb™

Global Drug Development (GDD) Academy

Accelerate your career

careers.bms.com

Advance Your Career.

Transform your education and experience into fast-track career growth by joining a high performance culture where every voice counts. Join us and use your education, experience, curiosity, critical thinking and leadership to make a difference every day.

Requirements for the GDD Academy include:

- MD, Ph.D, or equivalent advanced degree of relevance
- 3-5+ years of relevant experience in the drug development process
- Leadership experience in academic or industry setting, including education where applicable
- Expertise in the early and/or late development space, matrix team leadership, relevant regulatory perspective and overall drug development principles
- Strong leadership skills/potential with proven ability to lead and work effectively in a team environment



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Enhance Your Skills.

Dynamic people drive innovation. At Bristol Myers Squibb, you will hone and enhance your skills as you advance in your career. During the 2-year program, you will gain exposure to one of our main functional groups:

- 8 Month Rotations: Clinical Development, Regulatory and Safety
- 6 Month Rotations: GDO, Biometrics, Medical and one more optional area

Gain Vital Experience.

Upon completion, each participant will gain valuable drug development experience, contribute meaningfully to on-going development projects and teams through challenging assignments, learning opportunities and networking across the company.

Relevant rotation experiences may include: contributing to the selections of new indications, working on clinical development and regulatory strategies, clinical trial design & execution, and interactions with health authorities.

Participants will have executive mentors, learning and networking sessions to accelerate their personal and professional development and help prepare for senior leadership roles in the company.

Organization for Latino Achievement Mentorship Program

Applications are now open!

[APPLY HERE!](#)



Sign Up Now!

- Apply by March 31st
- Program cycle: April - July 2023
- Survey to understand your desired goals and growth areas

Who Should Apply?

- Junior or senior in college
- Graduate student expected to graduate in 2023
- Postdoctoral fellow



Serving Humanity

Patients are at the center of everything we do. They inspire us. They are the reason we come to work each day.



Powered by People

Our inclusive culture encourages all to pursue innovative ideas, develop leadership capabilities and gain valuable, diverse experiences to shape exciting careers.



Work with Purpose

At BMS, our inspiring work and career options give you the opportunity to learn and grow professionally with talented and passionate colleagues.



To learn more about BMS, visit our website at careers.bms.com.

Bristol-Myers Squibb Company is an Equal Opportunity Employer - M/F/Veteran/Disability/Sexual Orientation/Gender Identity.

People & Business Resource Groups

Driving Business Results in Talent Management, STEM education, Business Insights, Diversity in Clinical Trials, Corporate Reputation and Community Responsibility

Over 13,000 members in 43 countries



B-NOW Bristol Myers Squibb
Network of Women

PRIDE Alliance

PAN Pan Asian
Network

DAWN Disability Advancement
Workplace Network

CLIMB Cultivating Leadership and Innovation
for Millennials and Beyond

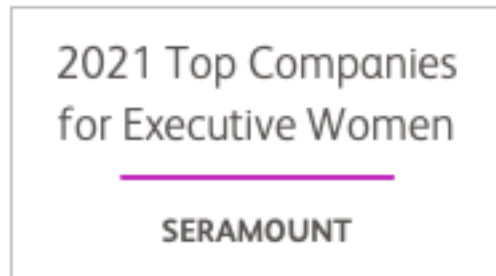
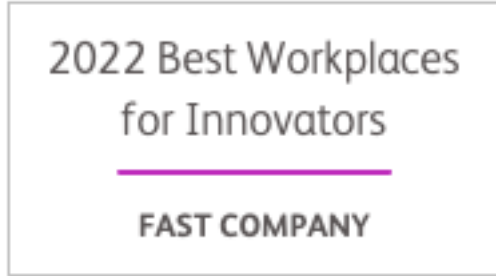
BOLD Black Organization for
Leadership and Development

OLA Organization for
Latino Achievement

VCN Veterans Community
Network

[PBRGs](#)

A Great Place to Work



Thank you