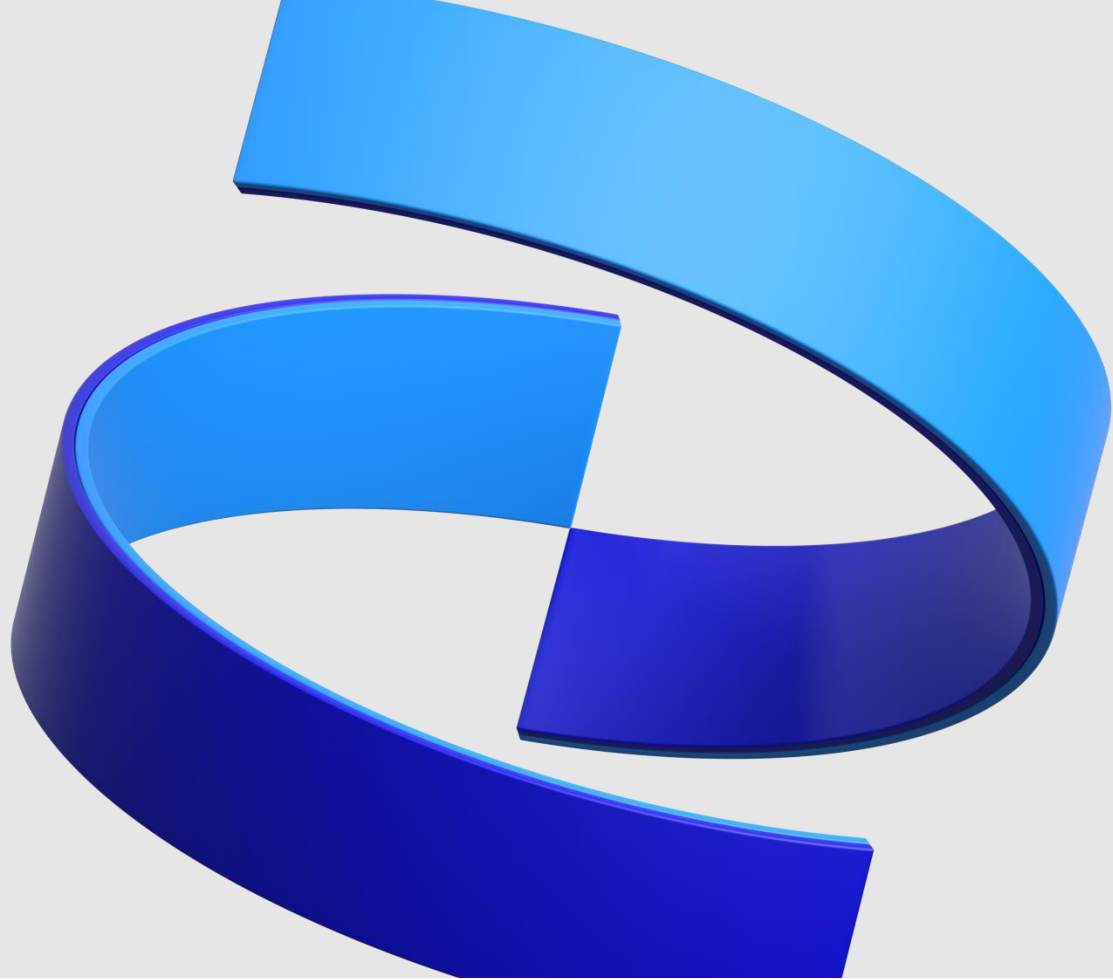


# Pfizer Early Careers Opportunities

Michelle Latter

Quality and Compliance Lead  
Drug Product Manufacturing  
Pharmaceutical Sciences

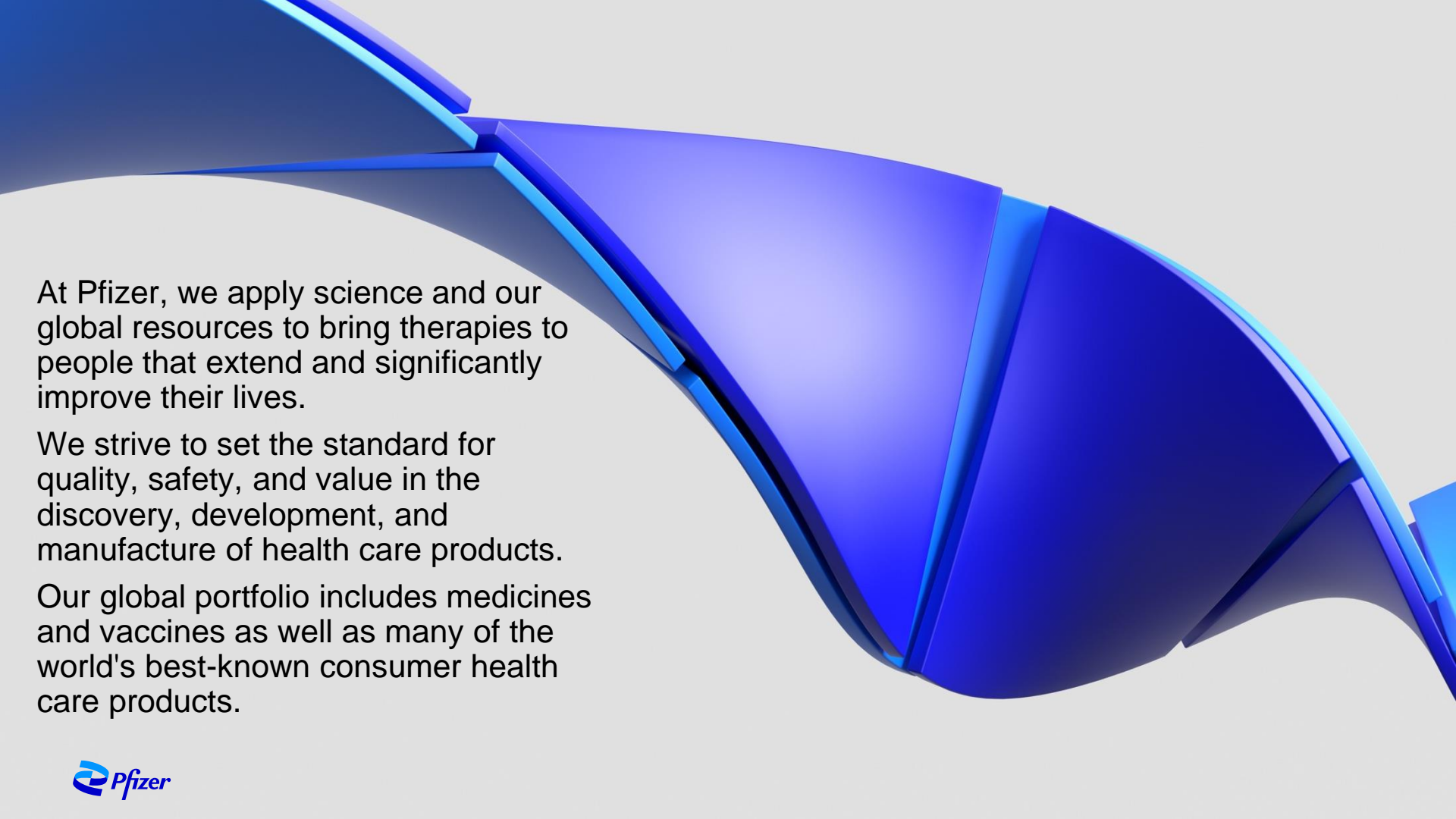
Nov 2022



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## Our Purpose

**Breakthroughs that  
change patients' lives<sup>®</sup>**



At Pfizer, we apply science and our global resources to bring therapies to people that extend and significantly improve their lives.

We strive to set the standard for quality, safety, and value in the discovery, development, and manufacture of health care products.

Our global portfolio includes medicines and vaccines as well as many of the world's best-known consumer health care products.



# Locations

In the UK, we have around 2,400 colleagues across four locations, working within our commercial business, research and development (R&D), manufacturing, packaging and distribution operations



Hurley, Berkshire,  
Vaccines Site

## Hurley

Home to global and regional teams representing vaccines research & development and customer services, marketing, quality operations, regulatory affairs, medical information and safety.

## Walton Oaks

Head office and home to around 700 employees who work across the biopharmaceutical business or in one of the business support functions.



Walton Oaks, Surrey  
Pfizer UK Commercial HQ



## Cambridge

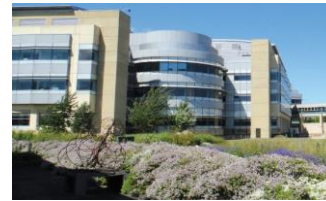
Devices Centre of Excellence specialising in the design and development of medicines 'delivery devices' such as auto-injectors and injector pens.



Cambridge  
Device Centre of Excellence

## Sandwich

Home to over 800 employees working on Pfizer's automated pilot plant, manufacturing medicines for Pfizer clinical trials worldwide. It's also home to our Pharmaceutical Science Small Molecule team.



Sandwich, Kent  
Research and Development Site

## — Early Careers at Pfizer UK

- [Apprenticeships](#) – various levels and course lengths to ‘earn while you learn.’ 50+ current Apprentices with 20+ roles for 2022
- [Undergraduate Programme](#) – 12 month placement (Sept - Aug) – 109 positions for 2022. Application process opens in August in the year prior to placement commencing.
- [Graduate Programme](#) – 2 year contract rotational programme
- [Summer Student Programme](#). Positions for University Students seeking work experience. Placements can be anything from 2 week-12 weeks.
- [Direct Entry](#) – Pfizer Full-time Employees (FTEs) or contractors

# Our Undergraduate Programme

- Our programme gives undergraduates the opportunity to experience working in Pfizer's Research & Development and Commercial business over **12 months**. We will provide you with a unique set of experiences that will serve to develop and broaden the critical skill sets and competencies that you will need to be successful in the business environment.
- You will be involved in important departmental activities and projects, given a high-level of responsibility and the opportunity to really contribute to the success of the team in which you work.
- Placements are based across **four** of our UK sites: **Kent, Surrey, Cambridge and Maidenhead**.



# Our Graduate Rotation Programme

- In the Commercial business:
  - 5 Graduates the opportunity to complete a 2-year rotation
  - 3 areas – Marketing, Sales and 1 other business area
  - We partner with an external company developing critical skill sets and competencies as well as providing the opportunity to explore careers within the business.
  - To apply, you must be participating in our Undergraduate programme.
- In the Research and Development business:
  - 3 Graduates the opportunity to complete a 2-year rotation
  - 3 areas – Material Sciences/Biopharmaceutics, Formulation/Process Development and Drug Product Supply
  - Recruit from external candidates and current Undergrads, recruitment launched Q3 annually



# Other Direct Entry Position Opportunities

- At present, all other opportunities can be found at our Pfizer careers page, searching under UK locations.
- Recommend familiarization with our job titling and job role descriptions.
- Pay particular attention to Person Specifications and roles suitable for candidates with science qualifications

Drug Product Development Roles/ Skills	Drug Product Supply Roles
<b>Formulation &amp; Process Development</b> <ul style="list-style-type: none"> <li>- Formulation Design &amp; Development               <ul style="list-style-type: none"> <li>• Oral Solids</li> <li>• Liquids (Oral / Parenteral)</li> <li>• Paediatrics</li> </ul> </li> <li>- Material Assessment</li> <li>- Technology Transfer &amp; RFT</li> <li>- Process Engineering</li> <li>- Process Computational Modelling</li> <li>- Continuous Manufacturing</li> </ul>	<b>Manufacturing Operations (Production)</b> <ul style="list-style-type: none"> <li>Compliance – GMP</li> <li>Equipment/ Process Validation</li> <li>Process Engineering</li> <li>Manufacturing Engineering</li> <li>Automation Engineering</li> <li>Technology Transfer</li> <li>External Vendor / Supply Coordination</li> </ul>
<b>Biopharmaceutics</b> <ul style="list-style-type: none"> <li>- In-vitro and in-vivo Bio-performance Assessment</li> <li>- Pharmacokinetic Modelling</li> </ul>	<b>Material Management</b> <ul style="list-style-type: none"> <li>Material Sourcing</li> </ul>
<b>Material Science</b> <ul style="list-style-type: none"> <li>- API/ Material Characterisation</li> <li>- Solid Form Selection</li> </ul>	<b>Project Management</b> <ul style="list-style-type: none"> <li>Portfolio Planning</li> </ul>
<b>Common</b> <ul style="list-style-type: none"> <li>- Regulatory Submissions</li> <li>- Data Science and Analytics</li> <li>- Informatics</li> <li>- Forensic Analysis</li> </ul>	<b>Digital Systems Engineering</b> <ul style="list-style-type: none"> <li>Digital Design Strategy</li> <li>Informatics Management</li> <li>Data Science and Analytics</li> </ul>



# Salary and Benefits



## Salary and Pension

- Competitive Salary – benchmarked externally
- 25.5 days paid annual leave
- Defined contribution pension
- Bonus eligible (excluding Undergrads and Apprentices)



## Training & Volunteering

- Pfizer Learning Academy
- Self-directed learning e.g. leadership
- Technical training
- 5 Volunteering days

EMPLOYEE  
BENEFITS



## Support & Opportunities

- Onsite facilities
- Access to professional networking
- Opportunity to become a STEM ambassador
- Opportunity to join CRGs (Colleague Resource Groups e.g. DE&I)
- Mentoring and Coaching Schemes

# Example Career options in Pharmaceutical Sciences at Pfizer Sandwich

<b>Oral Products Development</b>	<b>Informatics</b>	<b>Material Sciences</b>	<b>People Leadership</b>
<b>Process Chemistry</b>	<b>Analytical Sciences</b>	<b>Parenteral Development</b>	<b>Drug Delivery</b>
<b>Quality</b>	<b>Regulatory</b>	<b>Supply Chain (manufacturing)</b>	<b>Project Management</b>
<b>Intellectual Property</b>	<b>Process Engineering</b>	<b>Business Development</b>	<b>Modelling</b>

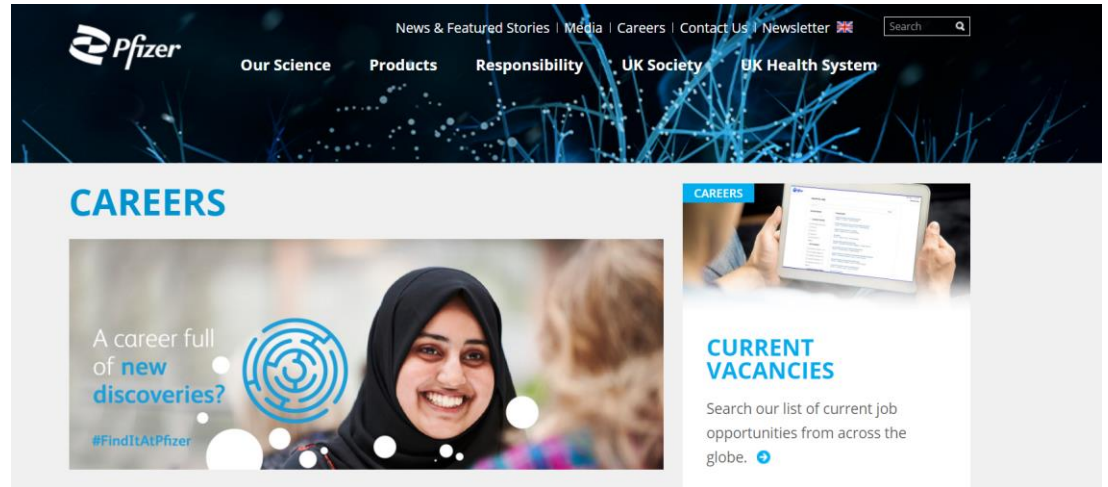
**+**  
**Commercial Organisation**

# — Further information/guidance



<https://www.pfizer.co.uk/careers>

Sue Hergest – Early Careers Recruitment Manager – [Suzanne.Hergest@pfizer.com](mailto:Suzanne.Hergest@pfizer.com)



Research! It's a 2 way process...

- Company Values
- Company Culture
- In the news.....
- LinkedIn
- Undergraduate Placement Year invaluable in furthering career experience and opportunities

# A career in the Pharma industry

## - Myths and Legends

- X First Class Degree and ONLY the Best Grades
- X I don't have everything in the job advert so there's no point applying
- X Industry is mostly about Chemistry
- X You NEED a PhD to get a job in Industry
- X You spend all your time in a lab
- X It is difficult to change your career path once you are in Industry



# Applying for a position at Pfizer

What makes YOU unique?

- Tailor both your CV and Cover Letter to the role advertised
- Take note if the job advert only asks to complete a specific Application form
- Career Aim vs Personal Statement

**Career Aim: Example...**

*An entry-level position in public relations which will utilise the organisational and communication skills developed through my involvement with ABC Co. and promotional work during vacations.*

**Vs Personal Statement: Example...**

*A motivated, adaptable and responsible graduate with good communication skills who enjoys a challenge and is keen to begin a career in public relations*

- Know your own strengths and gaps – what skills do you want to develop
- Describe how you have the attributes, competencies, skills and knowledge about the role with examples of your own experience
- ‘Tell me about a time when...’



# — Company Values and job applications

Company values support the **vision**, **culture** and **identity** of a company.

They're important because they;

- Shape every important organisational decision.
- Educate clients, employees and customers about what the company stands for.
- Help applicants identify whether the company fits with their own values.

They are especially important for you because...

**Showing an understanding - and demonstrating how you identify - with company values in your application will hugely improve your chances of success.**



Excellence



Courage



Equity



Joy

# Competencies that Pfizer looks for during the application and interview process

- Acts Decisively
- Seizes Accountability
- Change Agile
- Self Awareness
- Peer Relationships
- Digital Capability
- Commits to “Breakthroughs”  
(Culture, Values and Mission of Pfizer)
- Functional/Technical Skills



# What advice would I have given myself at School or University

## Passion

- Follow what interests you, what makes you curious to know more

## Research

- Its never too early to research your career – talk to people, internet searches on different jobs, companies, locations

## Work Experience

- Try to get diverse work experiences – technical and soft skills (e.g. working in a team, on a project, time management)

## Invest in You

- Breadth of knowledge, skills and competencies
- Your scientific development
- Your personal development (people, networks, relationships)

## Be Open Minded

- Look for other career options (Plan B!)
- Role and job types, locations
- Consider different countries

## Joy!

- Love what you do! Your career is a journey, change is ok!





# — Learn More About Pfizer



[www.pfizer.com](http://www.pfizer.com)

PfizerWorld

**PfizerWorld**

<http://world.pfizer.com>

(for colleagues)

**BREAKTHROUGHS**

**Breakthroughs**

[www.breakthroughs.com](http://www.breakthroughs.com)



**Instagram**

[www.instagram.com/pfizerinc](http://www.instagram.com/pfizerinc)



**Facebook**

[www.facebook.com/pfizer](http://www.facebook.com/pfizer)



**Twitter**

[twitter.com/pfizer\\_news](http://twitter.com/pfizer_news)



**LinkedIn**

[linkedin.com/company/pfizer](http://linkedin.com/company/pfizer)



**YouTube**

[www.youtube.com/pfizer](http://www.youtube.com/pfizer)

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Questions?

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Thank You

