



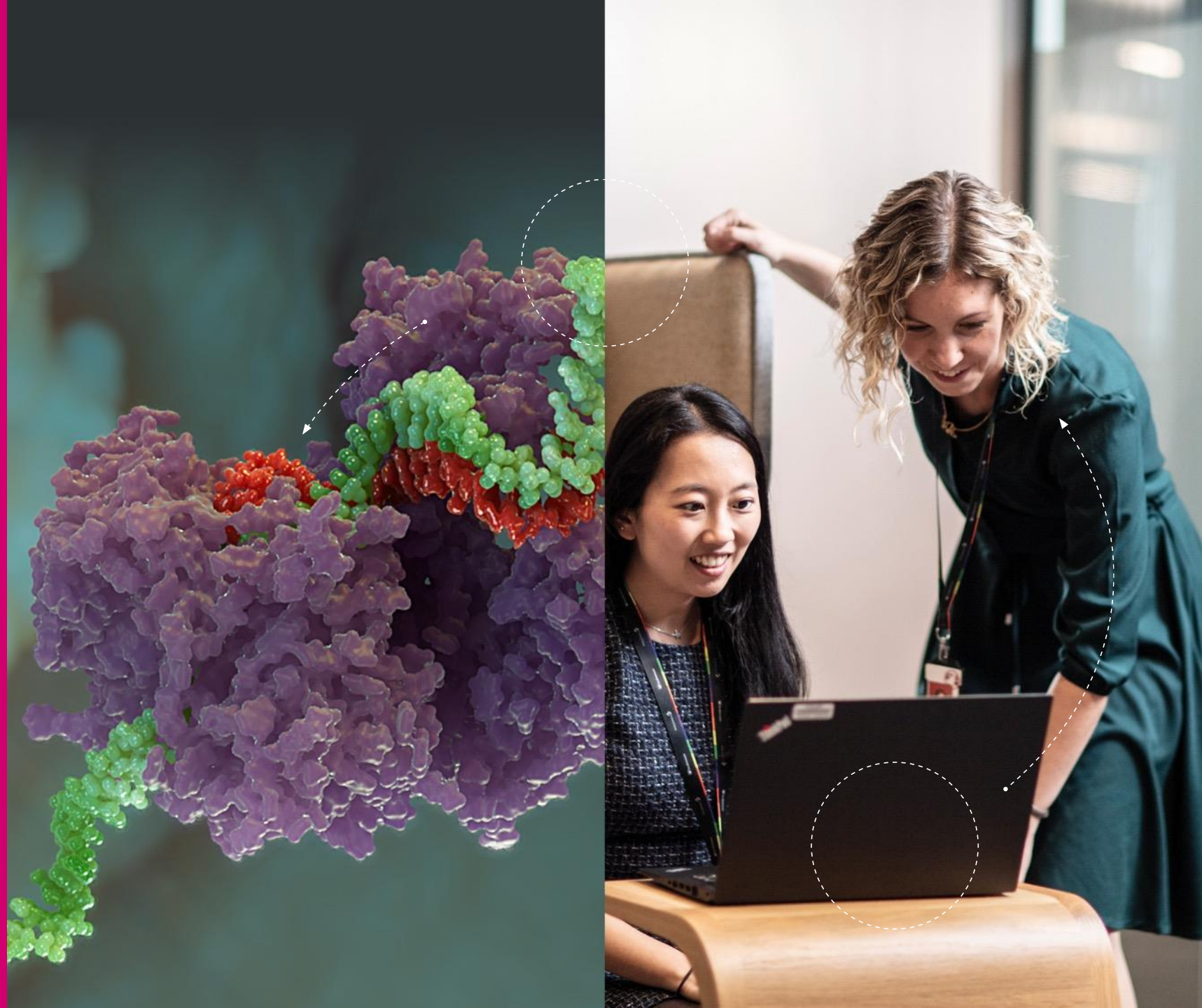
Kickstart your career and create connections that will last a lifetime with AstraZeneca's Graduate Programme on Pharmaceutical Technology & Development (PT&D) or Research and Development (R&D). Here's your chance to be a part of projects that deliver life changing solutions. With emphasis placed on personal and professional development, AstraZeneca truly invest in you, your interests and your potential.

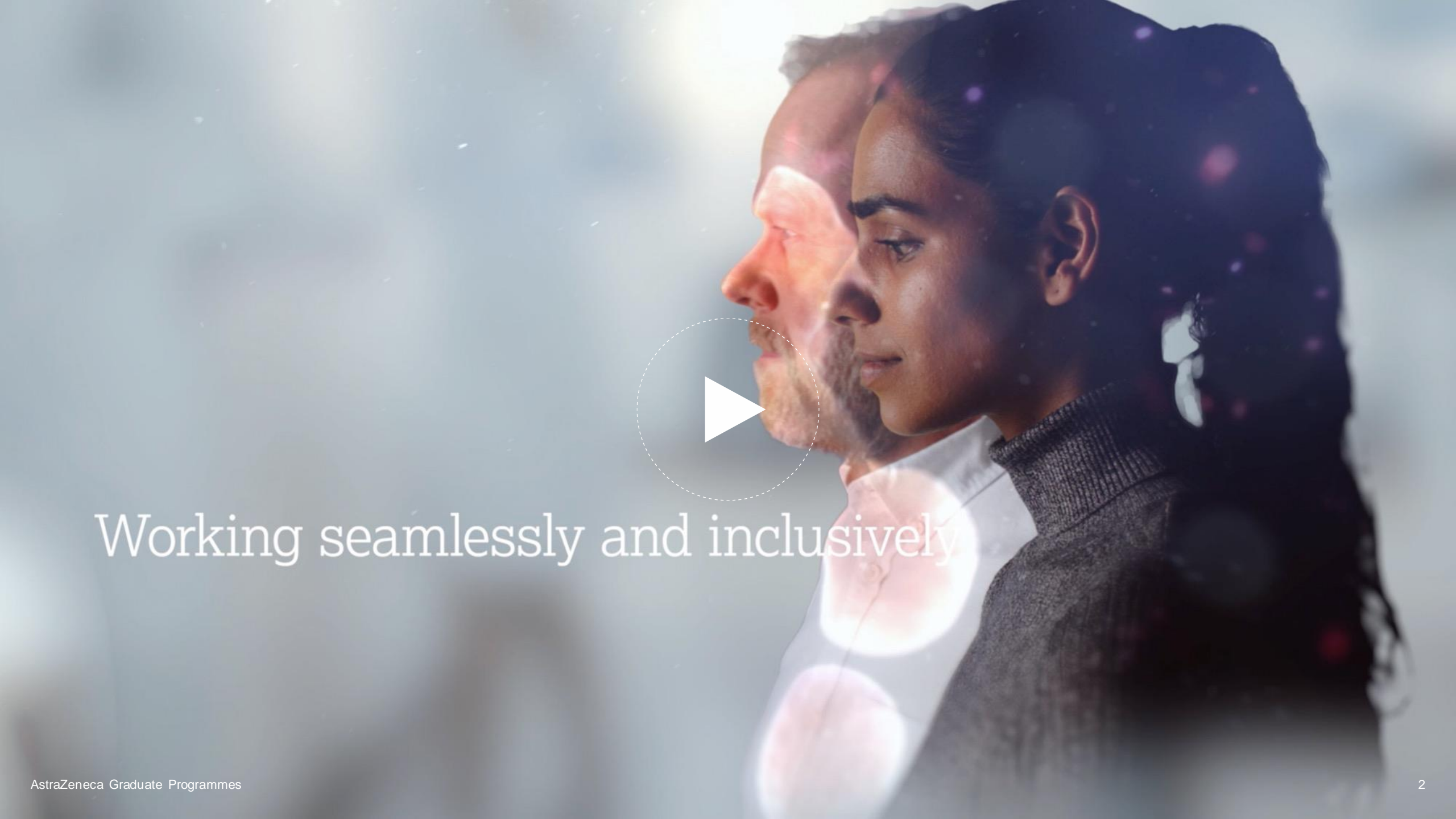
Working in a highly fast-paced yet deeply supportive and collaborative environment, you'll be encouraged to take responsibility so you can put your knowledge in to practice, but with all the guidance and support you need.

To find out more about our Early Talent Opportunities, scroll down and study the appended brochure and/or visit our Early talent website: <https://careers.astrazeneca.com/early-talent>

You are also invited to join an info webinar by first completing this survey: [Graduate Programmes-AstraZeneca \(google.com\)](#)

# AstraZeneca Graduate Programmes





Working seamlessly and inclusively



# Graduate Programmes at AstraZeneca

We exist to achieve real value for our patients and our business by creating life-changing medicines. And to do that, we need talented graduates to join us in a broad range of business functions and specialities.

We've designed our graduate programmes to inspire and develop the next generation of innovators. With us, you can apply your knowledge, make an impact and kickstart your career. Emphasising personal and professional development, we invest in you, your interests and your potential – and support you in building a promising future. All while helping to make a positive difference for millions of patients around the world.

You'll join a close-knit peer community and build a strong network with experts and leaders across the business, all whilst taking on real responsibility from day one.

The pace is fast and challenging. But we all support each other, and encourage everyone to speak up, ask questions and contribute. Importantly, we have fun doing what we do.

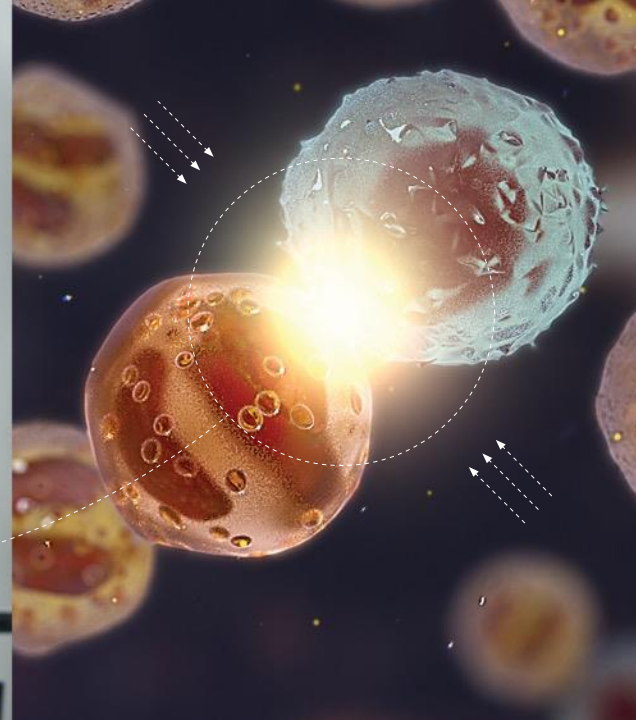
So come and be part of a team that welcomes curiosity, collaboration, and the courage to go further, together.



100+  
countries



70,000+  
employees  
worldwide



# Operations Global Graduate Associates Programme

Early Talent Careers Page



A flexible programme with international opportunities, and one where you can take on different roles, work on real projects, grow your skills and really kickstart your career. The vital connection between our Research and Development labs and the pharmacy shelf, our Operations organisation's goal is to make sure we supply our patients worldwide with cost-effective, life-changing medicines. We focus on improving and saving lives, and there's no greater satisfaction than that.

**The first two years of the programme will focus on three different placements, each one providing valuable experience in real projects, and insight into how to influence decisions across a range of business areas.**







Depending on your placement selection, there may be opportunities to live and work abroad, to develop your understanding of diverse cultures and experiences.

On successful completion of your three placements, you'll progress into a consolidation role for your third year.

A key element of this three-year programme is leadership development.

The programme will provide an invaluable blend of on-the-job experience and coaching. There will be a huge support network behind you, including a mentor and programme manager, and we'll encourage you to develop your own network of contacts. You'll also have full exposure to some of our most senior leaders, giving you the opportunity to develop personal contacts and long-lasting relationships.

Roles available in:

-  UK
-  Japan
-  China
-  Sweden
-  US
-  Puerto Rico

## Entry requirements

Graduates in any discipline who have completed their bachelor's degree or master's degree in 2021, or are due to graduate by September 2022

Ability to quickly understand our environment, and the curiosity and flexibility to work anywhere within Operations

Valid passport, geographical mobility, and willingness to spend a period of time living and working overseas

# Kendra LaVallee's Journey



I entered university with the commendable, if not aspirational, goal to make a difference in the field of healthcare. I started as a pre-medical student, thinking the only way I could achieve this goal was by becoming a healthcare provider. Through my studies and internships, I realised there were multiple ways to get involved in helping the health of the population – pharmaceuticals being a field that combined my technical aptitudes with my interest in saving lives.

When interviewing for roles during my last year of college, AstraZeneca's mission – to push the boundaries of science to deliver life-changing medicines to patients – and its values, really stood out to me.

Through my rotations in the programme, I've had exposure to what one usually sees in a decade of work within just three years. AstraZeneca's graduate programme has allowed me privileges I could have only dreamed of in university: the ability to contribute to meaningful projects to support patients, the chance to work abroad in a new culture, and the opportunity to learn from some of the best minds in the industry.

AstraZeneca's graduate programme has given me a platform to grow both personally and professionally by exploring diverse cultures, gaining experience in different roles, and learning from skilled mentors. The opportunities of the programme have enabled me to find the sweet spot where the needs of the business and my personal interests overlap... all while supporting the unmet needs of patients.



## Placement 1 Sep 18 – May 19

### Supply Chain Analyst Gaithersburg, US

- Analysed flow of materials through international supply chain of contract manufacturing organisations, providing data inputs and decision support to broader team.
- Established tier pulse & review process to communicate escalations and track.

## Placement 2 May 19 – Dec 20

### Upstream Associate Scientist Frederick, US

- Initiated and managed yield improvement projects for two commercial biologic products to increase working volumes of the production bioreactor.
- Led knowledge management initiatives across global manufacturing science & technology.

## Placement 3 Jan 20 – Oct 20

### Supplier Quality Manager Södertälje, Sweden

- Managed portfolio of four desiccant and PE granule suppliers, liaising between AZ sites and external vendors for complaints, changes, and business reviews.
- Established business process for quality inputs to business review meetings.

## Consolidation Placement Oct 20 – Aug 21

### Materials Engineer Södertälje, Sweden

- Established material documentation & incoming controls for critical components (primary packaging / device) during site start-up phase for two NPI molecules.
- Provided materials expertise and first-line manufacturing support for deviations and changes.

“The Operations Global Graduate Programme has allowed me to maximise my personal and professional development while contributing toward the goal of providing life-changing medicines to patients.”

#### Degree/Qualifications:

Bachelors in Chemical Engineering,  
Minors in Chemistry & Supply Chain Management  
University of Pittsburgh, US

Year of Entry into AstraZeneca: 2018



# Research & Development (R&D) Graduate Programme



[Early Talent Careers Page](#)



We've designed this programme for those with a passion for science, and a desire to make a genuine difference to the lives of patients. You'll have the opportunity to make a real contribution to our projects, and could find yourself involved in scientific breakthroughs leading to the next generation of life-saving medicines.

**Our graduates undertake a two-year programme, completing three different eight-month placements across R&D with a focus on breadth of experience. You'll complete all three placements at the strategic R&D site you join.**

As well as developing cutting-edge research skills in state-of-the-art laboratories, you'll also be enrolled on our Global Graduate Development Programme, where you'll develop the skills needed to make an impact as a scientist and influence the agenda.

You'll be assigned a mentor who has a great deal of experience in this organisation and who will support you for the duration of the programme.

We're looking for talented science graduates from a broad range of science disciplines.

Roles available in:



Cambridge (UK)

Boston &  
Gaithersburg (US)

Gothenburg (Sweden)

## Entry requirements

Life science or chemistry related field of study / major.

Minimum of a 2:1 (UK) / GPA 3 (US) / VG Grade (Sweden) or local equivalent Bachelor's degree, or a Master's level qualification, gained in 2021 or 2022.

# Inken Dillmann's Journey



I was born in Germany, and acquired my Bachelor's of Science in Molecular Medicine from the University of Tübingen. I then moved to Sweden to obtain my Master's in Biomedicine from Uppsala University. I wanted to continue to develop my research skills in an environment where I could make a difference, so I was drawn to AstraZeneca's R&D Graduate Programme.

The variety of experiences I have had as an R&D Graduate has been incredible. I met and collaborated with many colleagues, a lot of them known experts in their field, and researchers at the world famous Eli and Edythe L. Broad Institute of MIT and Harvard. I've worked together with AstraZeneca colleagues to set up and implement the first protocols for a robotic instrument which was part of the first fully automated sequencing project on the Gothenburg site.

This work will accelerate and enhance the ability of the Next Generation Sequencing (NGS) Team to process an increased amount of samples. I received specialist training and I'm now a 'superuser' for the instrument, enabling me to train other AstraZeneca researchers and develop new applications.

I've also been the Secretary and then Treasurer of AZinspire, the internal early career network, creating networking opportunities for our members on site, working with schools to help promote science, and organising a family day for children of staff where we helped introduce them to some exciting cool science.

It's been an amazing start to my career!



## Placement 1 Sep 17 – May 18

### Stem & Primary Cell Gothenburg, Sweden

- Generation, validation, and delivery of precise genome-edited induced pluripotent stem cells (iPSCs) for internal and external projects.

## Placement 2 May 18 – Feb 19

### Respiratory, Inflammation & Autoimmunity Bioinformatics Gothenburg, Sweden

- Analysis of ribonucleic acid (RNA) sequencing data to support mechanism of action (MOA) profile of clinical compound.
- Gaining insights of clinical trial design in RIA ECD.

## Placement 3 Feb 19 – Sep 19

### Next Generation Sequencing (NGS)/ Transcriptomics Gothenburg, Sweden

- Co-ownership: setup and implementation of automated nucleic acid preparation.
- Writing of standard operating procedures (SOPs).
- Supporting internal and external pre-clinical projects.
- Scoping of microbiome analysis methods.

## Post Programme Sep 19 onwards

### Research Scientist NGS / Transcriptomics Gothenburg, Sweden

- Co-ownership of automated nucleic acid preparation.
- Support of internal and external pre-clinical and clinical projects.
- Development of computational tools for project management.
- Implementation of microbiome analysis platform.

“By experiencing AstraZeneca's scientific excellence in exciting areas of innovative science, I've developed invaluable skills and found my passion.”

#### Degree/Qualifications:

Master's in Biomedicine, Uppsala University Sweden

#### Year of Entry:

2017



# Pharmaceutical Technology & Development (PT&D) Graduate Programme



[Early Talent Careers Page](#)

PT&D designs and develops the innovative products and manufacturing processes that change patients' lives every day. This programme is all about looking forward, using ground-breaking science and technology to change patients' lives.

Roles available in:



UK



Sweden

**As a Pharmaceutical Technology & Development (PT&D) Graduate, you'll be working on a variety of projects, with some of the world's most experienced scientists. So every day will be an opportunity to learn and grow, and to enjoy making your talent count in meeting patients' needs.**

You'll take your own route through the programme, based on your individual skills, experience and career aspirations.

The two-year programme includes three distinct rotations through different areas of PT&D. You'll be able to choose from a wide range of placements, with differing locations, roles and experiences. We'll do all we can to meet your preferences, to ensure your experience with this programme is tailored to you, your passions and what drives you. You'll also complete our global graduate development programme.

We're looking for self-starting, highly-motivated collaborators – innovative thinkers with a passion for science, and the confidence and drive to tackle new things and take risks.

## Entry requirements

High-achieving graduates in chemistry, physics, chemical or mechanical engineering, pharmacy or related subjects.

Minimum of a 2:1 (UK) / GPA 3 (US) / VG Grade (Sweden) or local equivalent Bachelor's degree, or a Master's level qualification, gained in 2021 or 2022.

# Nina Ullah's Journey



During my undergraduate degree, my first taste of working in industry came from working at Unilever as a student process engineer. I led a project to design a mixer for the Ben & Jerry's production plant in the US and got involved in feasibility studies of in-process control technologies for the in-house pilot plant. After finishing this placement I headed back to university and graduated with a Masters.

I then applied to become an Operations Process Engineer for Fujifilm Diosynth Biotechnologies where I was in charge of capital projects delivery. A highlight of that role was being the lead engineer of a factory acceptance test for a mixing vessel in Soresina, Italy.

I then joined AstraZeneca on the PT&D Global Graduate Programme in 2018 and undertook a variety of roles. A highlight has been the working on an international assignment in the USA as a process engineer on a manufacturing site. It gave me insight into different cultures, people, a global network and ways of working. It is also allowed me to recognise my interest in providing second line technical support to commercial manufacture, problem solving and LEAN tools.

Since completing the programme, I have commenced a role of providing second-line technical support for two commercial products as a process engineer.



## Placement 1 Sep 18 – Apr 19

**Scientist, Chemical Development  
Macclesfield, UK**

- Led a project to investigate particle attrition during drying and isolation.
- Produced a Cost of Goods/ Process Mass Intensity Analysis for current clinical manufacture vs. Photo Redox development route.
- Learnt about Process Safety in Manufacture through a short secondment.

## Placement 2 May 19 – Jan 20

**Project Manager, Manufacturing Science and Technology  
Macclesfield, UK**

- Project Manager for Manufacturing Technology Strategy and Process Validation Projects. Involved leading cross-functional teams to oversee projects completion using project and change management techniques.
- On-Market Support to Oral Solid Dosage (OSD) products.

## Placement 3 Feb 20 – Aug 20

**Process Engineer, On-Market Technical, Lokelma Supply Site  
Coppell, Texas, USA**

- Provided technical support on various high sustainability and cost impact projects by aiming to make the 5000L double batch process more standardised and robust.
- Directed the training package for Augmented reality device and used it to help improve ways of working and facilitate discussions between technical functions and sites.

## Post Programme Sept 20 onwards

**Process Engineer and Pharmaceutical Scientist, Manufacturing Science and Technology, OMT Americas Team  
Macclesfield, UK**

- Providing technical support to two pharmaceutical teams and their product technical teams.
- Supporting the organisation of power of diversity week 2020 and helping with visual management ways of working.
- Led the organisation of World Mental Health Day 2020.

“I had incredible learning opportunities such as working as a project manager and working abroad in the US, equipping me with a broad range of skills, resilience and a global network.”

### Degree/Qualifications:

Master of Engineering with Honours in Chemical Engineering, Newcastle University

### Year of Entry into AstraZeneca:

2018

# Technology Graduate Leadership Programme

Early Talent Careers Page

At AstraZeneca IT, we're at the forefront of digital health and workplace automation, ensuring our teams can continue to develop life-changing medicines. On this programme, you'll have a huge part to play in supporting the development of innovative techniques and medicines.

Roles available in:



UK



US



Sweden



China

**Our three-year programme comprises three rotations, each lasting eight months. You'll then take a year-long placement in a role that aligns to your passion, interests and skills – and to our business objectives – while ensuring we offer you continued development and challenges.**

Throughout the programme, you'll be fully supported by our dedicated teams. You'll have a line manager, a mentor and a buddy, to help you get the most out of the programme, developing life-changing skills and gaining valuable experience.

We're looking for great people who share our passion for technology-led science. You should be driven, determined and hard-working, resilient, flexible, adaptable and creative. You must have a passion for data science and the impact IT can have.

We want future-focused thinkers who will challenge the status quo, and who want to improve the way we serve customers, enable our teams to do the best work, and make a meaningful difference to patients' lives.

## Entry requirements

A Bachelor's or Master's level qualification in either IT, Science, Technology, Engineering or Mathematics, awarded in 2021, or due to be awarded in 2022



# Josh Mesout's Journey



The variety of the programme has been amazing. I've developed a competitive Intelligence Portal that scanned across therapy areas and clinical trials to enable us to identify opportunities. I've used Machine Learning to solve complex business problems such as dissolving language barriers and understanding the perceived emotion of patients by analysing their facial expressions. It was incredibly rewarding to work on a project that has a direct impact on our patients. In my final rotation I built a supply chain forecasting system which predicts drug demand and ensures sufficient stock is available to fulfil orders.

On completing the programme I was promoted to an Innovation Technologist position, and more recently a Senior Innovation Technologist role. My work involves identifying and analysing emerging technology trends that can be applied to develop solutions for the challenges facing AstraZeneca. I leverage technologies and concepts from Machine Learning, DevOps, DataOps, Big Data, Block Chain, Augmented Reality, Virtual Reality Chatbots and IOT to rapidly collect requirements, then build and deliver proof of concepts that demonstrate the impact of these solutions.



## Placement 1 Sep 15 – May 16

### Competitive Intelligence Analyst / Business Intelligence Engineer Macclesfield, UK

- Developed a Competitive Intelligence Tool for Pharmaceutical drug pipelines and trials.

## Placement 2 May 16 – Feb 17

### Associate Innovation Technologist Cambridge, UK

- Worked on Patient Facial Emotion Recognition Proof of Concept using Google Machine Learning Technology.
- Built a Machine Learning Translation System for AstraZeneca.

## Placement 3 Feb 17 – Sep 17

### Development Lead Macclesfield, UK

- Helped redesign and build a drug demand forecasting system.
- Worked on and ran a Programme wide communications strategy.

## Post Programme Sep 17 onwards

### Senior Innovation Technologist Cambridge, UK

- Developing and delivering proof of concepts and pilots across Big Data, Augmented Reality, Virtual Reality, IOT and Blockchain.

“It's inspiring to be able to identify and apply cutting-edge technologies which help accelerate our efforts to push the boundaries of science to develop life-changing medicines.”

#### Degree/Qualifications:

Bachelor's of Science in Business Computing  
Bournemouth University, United Kingdom

Year of Entry:  
2015

# Data Science and AI Graduate Programme

Early Talent Careers Page

We're passionate about the power of data science and AI. We're on a journey to becoming a data-led enterprise, discovering new connections between data across the drug discovery phases, to provide novel insights, accelerate scientific understanding, and increase productivity. On this programme, you'll help our scientists make their data 'AI-ready' and integrate the latest AI advances into all our drug development programmes.

Your two-year programme begins with an introduction to drug discovery, and looks at how we harness the potential of data science, machine learning and AI. You'll then select two eight-month placements where you'll apply your developing skills and experience to help us overcome challenges in some of our active research projects.

Throughout the programme, you'll work alongside our experts, and take advantage of our close collaborations with leading international academic institutions and organisations to deliver work with real impact. Work that disrupts the industry and sets the standard.

We offer a place to be curious, think differently and innovate. You'll be expected to get stuck in and take ownership, but with all the support you need. Learning, growing and taking on challenges in an inclusive team and fun, fast-paced environment.

AstraZeneca is dedicated to scientific innovation and passionate about changing patients' lives – a passion which should be shared with graduates on this programme.

Roles available in:



Cambridge (UK)



Boston &  
Gaithersburg (US)



Gothenburg (Sweden)

## Entry requirements

Quantitative science focused field of study, including but not limited to Maths, Physics, Statistics, Computer Science or Software Engineering.

Bachelors or Masters level qualification gained in 2021 or 2022.

A postgraduate qualification in Data Science, Machine Learning, Artificial Intelligence, Computational Biology / Chemistry, Bioinformatics or Cheminformatics is advantageous.

# Elly Kipkogei's Journey



Cornell University

The Data Science and AI Programme at AstraZeneca has given me the opportunity to delve into the development and applications of machine-learning methods in pharmaceutical research. My current project is on methodology research to identify predictive biomarkers to help assign cancer patients to the correct treatment. It involves designing and optimising a predictive loss function that can identify relevant biomarkers. I use clinical, genomics, and transcriptomics data from different cancer types.

A highlight of my experience at AstraZeneca is the stimulating and collaborative research environment, where I get to work on some of the most incredible data-science projects. These are designed to be challenging in a way that encourages new and innovative thinking. The availability of the state-of-the-art computational platform, an essential component of data science, means I can successfully run computationally intensive models whenever I need them.

Every day, I do research with patients in mind. I am inspired knowing that some of my work can have a direct and positive impact on the lives of patients.

Besides technical training, the programme provides numerous opportunities (development modules, workshops) to improve my personal and professional skills.

It has been a truly exciting experience, and I could not imagine a better way to progress into industry-led research after college.



## Placement 1 *Sep 19 – May 20*

### Clinical Pharmacology & Safety Science Boston, USA

- Investigated alternative chemical fingerprints from deep learning model for predicting drug-induced liver injury.
- Developed and implemented an experimental extrapolation method for predicting drug toxicity in-vivo using in-vitro measurements.

## Placement 2 *May 20 – Jan 21*

### Early Computational Oncology Boston, USA

- Developed and implemented attention-based AI model for clinical and molecular datasets.
- Demonstrated the potential of exploiting AI power for clinical and molecular data while allowing for interpretability.

## Placement 3 *Jan 21 – Sep 21'*

### Early Computational Oncology Boston, USA

- Investigating and developing a predictive biomarker loss function to directly identify potential biomarkers for immunotherapy treatment in different cancer types.

“The programme is great and has helped me develop so many new skills, and identify areas of research I am passionate about within the biopharmaceutical / health sector.”

#### Degree/Qualifications:

Master's degree in Applied Statistics  
BSc degree in Biometry and Statistics  
Cornell University, Ithaca, New York

Year of Entry into AstraZeneca: 2019



# Biometrics Graduate Programme

Early Talent Careers Page



Through biometrics, we gain the data that influences decisions on how we roll back the frontiers of science to bring life-changing treatments to improve the lives of millions of people around the world. Joining this programme, you'll help provide the trusted information and innovation at the heart of the design, decision-making, analytics and interpretation of AstraZeneca's portfolio.

Our programme is designed to help our diverse team of statisticians, programmers and information scientists support clinical trial design, decision-making, data analysis and reporting. It also provides the skills and experience of real drug development projects you need to become a future leader of our Biometrics function.

You'll spend the first two years working on a structured training programme, assigned to real drug development projects. In addition, you'll receive on-the-job training and participate in the global training scheme for biometrics graduates.

You'll work in a highly collaborative team, including quantitative, technical, medical, scientific and regulatory experts. Together, you'll collaborate on activities such as study design, data analysis, interpretation and decision-making, as well as the documentation and regulatory submission of our drug development programmes.

We're looking for good communication and team-working skills, attention to detail, and the ability to see the 'big picture'. You must also have a passion to apply your statistical, statistical programming, or information-science skills to pharmaceutical development.

Roles available in:

-  Cambridge (UK)
-  Gothenburg (Sweden)
-  Warsaw (Poland)
-  Gaithersburg (US)

## Entry requirements

Able to demonstrate leadership, team working, and influencing skills.

*Statistician:* MS/MSc (or local equivalent) in Mathematics, Statistics. Relevant PhD desirable.

*Programmer:* BSc (or local equivalent) in Mathematics, Statistics, Computer Science or Life Science. Programming knowledge (pref. SAS), database and/or clinical trial awareness desirable.

*Information Scientist:* At least a BSc honours degree (or local equivalent) in Life Science, Mathematics, Statistics or Computer Science.

# Agata Zielińska's Journey



**SGH**  
Warsaw School  
of Economics

I graduated from the Warsaw School of Economics, trained with SAS programming and analytical skill sets. I was looking for a job where I could further develop. I became attracted, thinking that it would be very stimulating to join a company with vibrant culture, doing something more than just focusing on profits.

I joined the Global Biometrics Graduate Programme as a Programmer. This was a two-year programme with well-defined components, such as becoming involved in real drug development work, on the job training, and leadership development workshops, taking place in different AZ locations.

High-level objectives of the programme were to create self-awareness and leadership that have allowed me to understand my strengths and development needs when fulfilling my role, to build my skills in influencing, interacting and collaborating with key stakeholders and to develop my project management skills.

Following the completion of the programme, I started working in a cross-Therapy area programming group, supporting different clinical studies in several disease areas. Working across these different studies provided a chance to diversify my range of skills, which has made me more comprehensive and flexible.

I can say it was the best decision to join AZ and the pharmaceutical industry. While working here, I really have a feeling I am doing the right thing and can contribute in a meaningful way to help develop new medicines.

AstraZeneca is a great place to work, where I keep being motivated because I know my efforts will be recognised. We are fortunate to be part of a great culture, that encourages employees to raise their voice, ask questions, and push their own boundaries to develop both professionally and personally.



**Start Phase**  
*Mar 18 – Jun 18*

**Assignment 2**  
*Jun 18 – Jan 19*

**Assignment 2**  
*Jan 19 – Mar 19*

**Assignment 3**  
*Mar 19 – Nov 19*

**Promotions**  
*Nov 19+*

**Programmer**  
Warsaw, Poland

**DAPACARD study**  
(Diabetes/Cardiac function)  
Warsaw, Poland

**DELIVER study**  
(Diabetes/Heart Failure)  
Warsaw, Poland

**DUO-O study**  
(Ovarian Cancer)  
Warsaw, Poland

**Programmer.**  
Warsaw, Poland

- Technical training and learning clinical development processes.

- Lead and support all programming efforts to deliver technical programming and information components of the study.

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- Lead and support all programming efforts to deliver technical programming and information components of the study.

**Senior Statistical Programmer.**  
Warsaw, Poland

“The Biometrics Graduate Programme helped me to gain self-awareness allowing me to understand my areas of strength and development needs when fulfilling my role.”

## Degree/Qualifications:

Masters in Quantitative Methods in Economics and Information Systems (Warsaw School of Economics, Poland)

Year of Entry into AstraZeneca: 2018

# BioPharmaceutical Development (BPD) Rotational Associates Programme



[Early Talent Careers Page](#)



In BioPharmaceutical Development, we focus on transforming molecules into medicines. The Rotational Associates Programme allows you to pursue your passion for science and put your knowledge into practice, gaining hands-on experience and insight into everything from molecule discovery to packaging the final product.

**Joining our BioPharmaceutical Development (BPD) group's two-year Rotational Associate Programme, you'll learn how to make a difference: we focus on creating novel products that fight disease and transform quality of life.**

The programme comprises three eight-month rotational assignments across various functions within BPD. Participants work on challenging technical projects supporting the development of protein therapeutics in the areas of Cell Culture and Fermentation, Purification, Analytics and Protein Characterisation, Formulation, Delivery Devices, Clinical Logistics and Manufacturing.

You'll work on projects that contribute to the development of our products and make a meaningful impact on healthcare around the world.

You'll be assigned a manager for each rotation and a mentor to guide your progress and provide support. Your assignments are designed to help you transition from academia to industry. Each is tailored to enable you to grow and develop by providing you with the technical skills and broad-based drug development understanding you'll need.

You'll also be assigned an experienced mentor who is a senior leader in the organisation and will support you for the duration of the programme.

Roles available in:



Cambridge (UK)

Gaithersburg (US)

## Entry requirements

Science graduates with a minimum of a 2:1 (or equivalent) Bachelor's degree or Master's level qualification gained in 2020 or later.



# Victoria Korzhova's Journey



Upon finishing my Master's in Pharmacology and Drug Discovery, I knew that I wanted to pursue a career in drug development. I was uncertain which area would suit me best. AstraZeneca's Biopharmaceutical Development Programme was therefore perfect for me. It allowed me to familiarise myself with the development process and gain new skills across a variety of disciplines from Cell Culture and Fermentation to Delivery Devices.

My work in Biopharmaceutical Development has given me first-hand experience of the lead molecules development process. It's inspiring to know that these molecules are potentially life-changing for patients. AstraZeneca is patient-centric; the patient's experiences and opinions matter and I'm proud to say that this influences every stage of product development.

Within AstraZeneca, there are always opportunities to learn about research taking place in other parts of the company. Colleagues from different departments are willing to collaborate and share, and there are frequent opportunities to present research to a wider audience.

As a graduate on the programme, I've received tremendous support from managers and mentors. Continuous development is encouraged and supported. I have had the opportunity to complete a number of relevant training sessions.

There is also AZinspire, a programme for early-career researchers that allows you to network with colleagues in a relaxed and informal setting, which has been so useful in my early career.



## Placement 1 *Jul 19 – Feb 20*

### Process Engineering and Packaging, Dosage Form Design and Development Cambridge, UK

- Designed material compatibility and light stability studies for a high priority molecule which is currently undergoing clinical trials.
- Collaborated with a team in US to develop a method for assessing the Container Closure Integrity of the glass cartridges used to store the compound.

## Placement 2 *Mar 20 – Nov 20*

### Bioassay Development Team Cambridge, UK

- Generation of a new reporter cell line system allowing the simultaneous measurement of both responses induced by novel dual active and bispecific drug molecules, designed to improve the potency assay for the molecule worked on in Placement 1.

## Placement 3 *Dec 20 – Jul 21*

### Cell Line Development (CLD) Team Cambridge, UK

- Optimisation of Antibody production by characterising the suitability of evolved hosts in CLD processes.

“Being involved in a project currently in clinical trials helped me develop invaluable skills. I'm proud of the work I've been able to contribute to.”

### Degree/Qualifications:

Master's degree in Pharmacology and Drug Discovery, Coventry University, UK

### Year of Entry:

2019

# Human Resources (HR) Graduate Programme

Early Talent Careers Page

On this programme, you can build your professional HR skills in an inspiring, collaborative, global enterprise, where our people make all the difference. We value diversity and aim to attract, retain and develop a talented workforce who thrive in a vibrant, high-performing culture. And as part of our HR Graduate intake, you'll play a crucial role in this.

Roles available in:



The first two years of the programme include three separate placements, each providing invaluable experience and insight into how HR influences decisions, helps set strategy, and makes an impact across AstraZeneca.

Placements could be in:

- Talent acquisition
- Employer Branding
- Talent and Development
- People Analytics
- Employee Relations
- Payroll
- HR Services
- Reward

We've designed the programme to help build and apply your professional HR skills and grow your understanding of different cultures. You'll also develop a global mindset, and broaden your experience of our business.

We're looking for graduates from any background or degree disciplines. You should have strong communication and listening skills, be a critical thinker, and have a collaborative working style. You should also have a passion for impacting patients' lives.

Your manager will work with you to review your progress towards achieving your placement objectives and personal development goals. And on successful completion of your placements, you'll progress into a consolidation role for your third year. You'll have full exposure to some of our most senior leaders, giving you the opportunity to develop personal contacts and long-lasting relationships. You'll have the training, challenges and development opportunities you need to succeed, while helping us create a great place to work and a sustainable organisation.

## Entry requirements

Graduates in any discipline who have completed their bachelor's degree with a minimum of a 2:1 (or equivalent), or master's degree in 2021, or are due to graduate by September 2022

Fluent in English (written & spoken)

Confident, proactive and keen to use data and exploit technology to drive solutions to business challenges.

Valid passport, geographical mobility, and willingness to spend a period of time living and working overseas

# Application Process



1

Apply online at  
[careers.astrazeneca.com/  
early-talent](https://careers.astrazeneca.com/early-talent)

2

Complete a range of  
online assessments

3

Attend assessment centre

4

Receive offer of employment



# Employee Resource Groups

At AstraZeneca, we are proud of our culture of support, diversity, inclusion and collaboration. Our Employee Resource Groups (ERGs) show our commitment to this.

The purpose of ERGs is to help employees with shared experiences and interests create networks for learning, development and social activities. Employees lead and operate them, with support from the company.

The groups also help us, as a company, learn more about our diverse community of employees – and this fosters an inclusive working environment, where we value everyone for being their true self and contributing their unique ideas and perspectives.

ERGs are not limited to specific personal traits or under-represented groups. Any individuals who share interests – parenting or volunteering, for example – can set them up.

AstraZeneca Graduate Programmes

