
The ELP is a 2.5-3 year rotational leadership development program (LDP) comprised of 4 rotations approximately 8 months in length that span the breadth of GPS functions (listed above) and geographic locations. Rotations will include technical leadership, supervisory roles, strategy development, supply chain optimizations, plant manufacturing experience, project management, and continuous improvement initiatives. The LDP will also provide opportunities for training in technical, managerial, and leadership skills, as well as coaching and mentoring from executives, alumni, and peers.

Upon completion of the program, associates can expect the experience, training, and mentorship required to contribute in a meaningful leadership role within the GPS organization. We are looking for high potential and ambitious individuals interested in long term careers BMS who are interested in making an impact within the product development and supply organization and most importantly, for our patients.

**Key Requirements:**
- MS or MBA (required) or PhD (preferred) with backgrounds in STEM, Healthcare, or Supply Chain with a 3.0+ Undergraduate & Graduate GPA
- A minimum of two-three years full-time work experience (any industry), not including internships or co-ops, in any of the following areas: Process Engineering, Process Improvement, Manufacturing Operations, Industrial Engineering, Manufacturing Technology, Supply Chain, Postdoctoral Research, Chemistry or Analytical Lab
- Ability and willingness to relocate within and outside the United States
- Must have flexibility and capability for relocation to any of the BMS Domestic GPS sites, with the possibility of a rotation at a BMS International GPS site.
- Candidate must demonstrate leadership skills, proficient communication/presentation skills, effective teamwork/cross-functional collaboration skills
- Technical skills with biopharma utility: problem solving and analytical capabilities with strong quantitative skills
- Successful candidates must exhibit a high degree of initiative to operate independently in a self-directed manner as part of, or as a lead on, team projects.
- Must possess superior interpersonal skills and an ability to build relationships at all levels of the organization and work with a wide range of diverse teams of people
- Proficiency in a second language preferred
- US Citizen or permanent US resident

**Work Experience & Development Opportunities:**
- Broad on the job work experience in 4 areas within the Global Product Development & Supply organization
- Opportunity to work in a team environment and matrix organization to grow strong cross functional experience
- Opportunity to travel/relocate and work in different cultures
- Personal development training
- Accelerated career development opportunities
- Exposure to senior management highlighting achievements during leadership of projects during rotations

**Location:** Global locations – WA, NY, MA, NJ, PR, IE, CH

The starting compensation for this job is a range from $100,000 - $118,000, plus incentive cash and stock opportunities (based on eligibility).