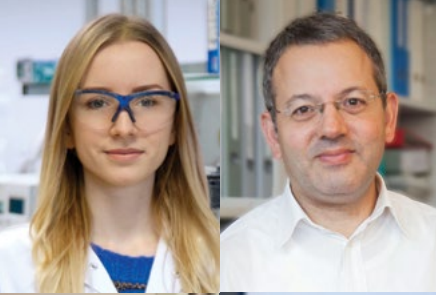
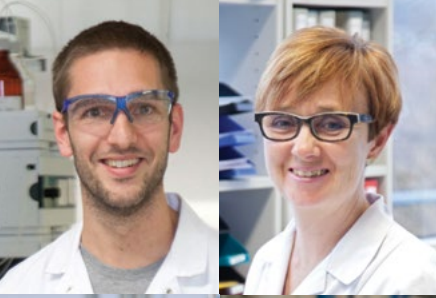


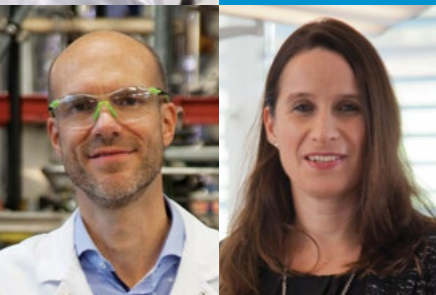


CARBOGEN
AMCIS

A Dishman Group Company



BRING YOUR FUTURE TO LIFE



CAREERS AT CARBOGEN AMCIS
SWITZERLAND

BRING YOUR FUTURE TO LIFE



CARBOGEN AMCIS AG is a leading service provider, offering a portfolio of drug development and commercialization services to the pharmaceutical and biopharmaceutical industries at all stages of drug development.

We have four sites in Switzerland (Bubendorf, Aarau, Neuland and Vionnaz) and four international sites.

A global presence with

8
sites

in Switzerland, UK, France,
Netherlands & China

Average age

41
years
old

More than

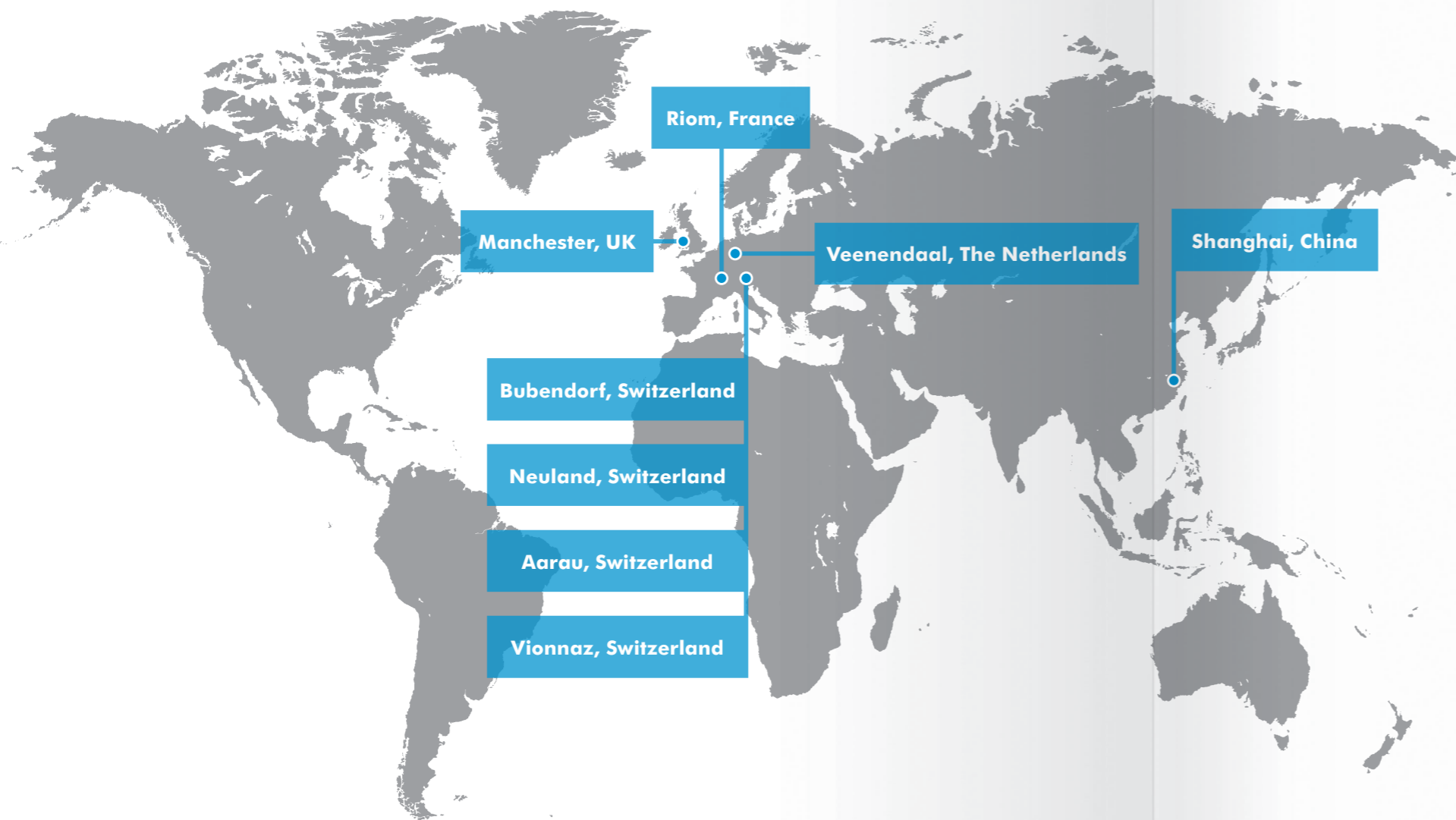
24
nationalities
in the company

We are

1
united
and multicultural team

BRING YOUR FUTURE TO LIFE

•• OUR GLOBAL LOCATIONS



Switzerland

- **Bubendorf**
Our headquarters in Bubendorf is dedicated to the development and cGMP manufacturing of API incl. highly potent API and bioconjugation, supported by our Chromatography capabilities. The majority of our corporate and administrative departments are based here as well. With around 350 employees, Bubendorf is our biggest site.
- **Aarau**
In Aarau we focus on development and medium scale manufacturing including Chromatography services. Our facility is located in the heart of the dynamic city of Aarau, with around 150 employees working there.
- **Hunzenschwil (Neuland)**
Our facility in Hunzenschwil (Neuland) is our second site to house laboratories for development activities with highly potent compounds and manufactures up to medium scale. The staff at this site counts around 100 employees.
- **Vionnaz**
Our site at Vionnaz in the south of Switzerland is fully cGMP compliant, with a dedicated team of 20 experts focusing on the development of highly potent APIs & intermediates, and has small scale manufacturing capabilities.

International Sites

Our international sites are located in France, the UK, China and the Netherlands. We have exchange programs and our Swiss employees often work in close collaboration with their international colleagues.



Bubendorf

Aarau

Hunzenschwil (Neuland)

Vionnaz

Manchester

Shanghai

Veenendaal

Riom

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•• DEPARTMENTS & CAREER OPPORTUNITIES

As an international company with 8 sites around the globe we operate in a dynamic work environment. Working as a service provider in the pharmaceutical industry involves a wide range of different departments and offers diverse employment possibilities across all our sites in chemistry but also administrative and enabling services.



Our Departments

Process Research & Development (PR&D)

These skilled and highly experienced chemists are dedicated to solving challenging chemistry on their mission of API development. Depending on each project this might stretch out from a promising molecule in its very early clinical phase to optimizing a late-phase API for validation and commercialization.

Production

Our production facilities are in charge of manufacturing the materials, from small scale to large scale batches. Setting up the installations, supervising the production process and keep records compliant with the authorities while handling highly potent substances might be some of the tasks when working in this unit.

Quality Unit

This is a wide-ranging department with a varied field of functions, all responsible for managing and ensuring compliance and quality throughout all processes within the company.

Quality Assurance focusses on project and product related tasks such as production, batch releases or complaint management.

Quality Systems is dedicated to installation qualifications, document management, monitoring, trainings and audits.

Regulatory Affairs and **ESH** (Environment, Safety, Health) also belong to this unit.

Supply Chain & Logistics

This department maintains the full supply chain and ensures the timelines of our projects – from sourcing and purchasing of raw materials, fully compliant storage of materials to a timely and safe shipping of the products to our customers.

Quality Control & Analytics (QC&A)

Analytical quality control plays an important role and is essential at almost any phase of a project whether it is project-related analytics, stability studies or the release of raw materials, intermediates and final products. Therefore this department is one of our biggest in the company and offers various opportunities in different positions.

Engineering & Maintenance

This department is responsible for the installations and devices and their implementation, qualification and maintenance.

Commercial & Sales

From the acquisition of new customers to counseling key accounts with their projects, this section is involved in the commercial responsibilities including Marketing activities.

Administrative & Supporting Departments

Numerous other departments are part of our company that play an important role by managing and supporting all business processes within CARBOGEN AMCIS: Finance & Accounting, Human Resources, IT, Facility Management and more.

Specialist Expertise

In addition, we also offer positions for experts with very specific profiles and a high expertise in areas such as **Antibody Drug Conjugates**, **Chromatography**, **Flow Chemistry** or others.

Interested in joining us? Have a look at our current open positions:

www.carbogen-amcis.com/open-positions

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•• APPRENTICESHIP

CARBOGEN AMCIS offers 3-year apprenticeship programs as a Lab Technician. The apprenticeship starts in the beginning of August and can be completed at our sites in Aarau and Hunzenschwil (Neuland) preferably.



“My time as an apprentice was great! It was a very diverse experience through and through. I was given the opportunity to work on many projects which allowed me insights into a great variety of different areas.”

Eveline

Former apprentice, now Lab Technician PR&D at CARBOGEN AMCIS

Content of the Apprenticeship Programs

Berufsschule

- 1 day a week: professional education in Aarau
- ½ day a week: general knowledge and sports in Aarau

Berufsmatura

- 1 day a week: professional education in Aarau
- 1 day a week: general subjects for vocational matura in Aarau

Organisation of the Apprenticeship

- Assignment of instructor
- 3 or 3 ½ days a week in the company
- Practical work including assistance with a variety of projects
- Regular exams
- 5 industry-wide vocational courses at the vocational school (during the entire apprenticeship)

Key Requirements

- Scientific comprehension (especially mathematics)
- Manual dexterity, passionate about manual work
- Good written expression skills
- Precise working style
- Perseverance and patience
- Ability to work in a team

What can You Expect from the Program?

First year

- Internal introductory course (6 months)
General analytical and synthetic topics (e.g. weighing, volume measurement, setting up apparatus, performing simple analyses and syntheses)
- Analytics course 1 & 2 (3 weeks each)
e.g. density, melting point, refractive index, ion detection, mass analysis
- Synthesis course 1 (3 weeks)
e.g. chemical-physical separation, esterification, recrystallization, distillation
- Monthly wage 650 CHF

Second year

- Internal Exams (practical and theoretical exam on the contents of the first year)
- Analytics course 3 & 4 (5-6 weeks each)
e.g. chromatography, spectroscopy
- Synthesis course 2 (3 weeks)
e.g. Grignard, bromination, nitration
- Monthly wage 875 CHF

Third year

- Internal Exams (practical and theoretical exam on the contents of the second year)
- Analytics Course 5 (3 weeks) & Synthesis Course (3 weeks) repetition
- Exam preparation (Practical & theoretical)
- Qualification procedures practical examination (2 days) in Aarau, theoretical examination (3 half days) at the vocational school in Aarau
- Monthly wage 1'100 CHF

BRING YOUR FUTURE TO LIFE

•• BENEFITS

At CARBOGEN AMCIS we recognize the involvement and the dedicated work of our employees. Our success can only be achieved through the efforts of a talented and committed workforce, as such we place a high value on our people and their contributions.

In Switzerland some of these benefits are a 40-hour-week, flexible work time, 13 monthly wages plus a potential bonus after a successful business year, at least 5 weeks of vacation, child care support, private accident and travel insurance and an attractive pension plan. More benefits and all the details we will explain to you in a personal conversation or during your job interview.

To allow our employees establish a healthy work-life-balance we offer very flexible work times including possibilities to work from home, depending on your position. Part-time solutions or unpaid leaves may also be arranged.

We are committed to providing an inclusive and rewarding work environment that acknowledges the efforts of outstanding and long-term employees. We highly support continuing education and further training of our staff and encourage our staff's professional career. Our organization also allows a cross-departmental development within the company.



“To contribute to the development of future drugs and to be part of a united group is very motivating – I quickly felt the very welcoming and cosmopolitan side of the company and its supportive culture that encourages your professional development.”

Philippe

Senior Lab Technician PR&D, Vionnaz

“What I enjoy most is the daily interaction with people, being in a position to help others, the diversity of tasks and the family-like environment. It's motivating to know I can make a significant contribution to the success of the company.”

Manuela

Human Resources, Neuland

“Since starting off as an apprentice at CARBOGEN AMCIS over 8 years' ago, I'm passionate about 'paying it forward' through sharing my knowledge with young talents to help bring them up to their next career step.”

Amra

Lab Technician PR&D, Aarau

Culture at CARBOGEN AMCIS & Our People



We are a Family

Our employees are central to the offering of CARBOGEN AMCIS and, as such, we endeavor to make the working environment, company culture and organizational values second to none.

Offering a truly diverse working environment across all of our international locations underpins the global offering we supply to the healthcare market. Our employee benefits and flexible working arrangements not only help us reward our employees, but help us attract vast talent bases and ongoing dedication to the company and its clients.



Culture & Values

The supportive environment and the 'people' oriented culture at CARBOGEN AMCIS makes it a special place to work.

We are driven by our vision to help our customers create a better world as the partner of choice for development and niche scale manufacturing of complex and challenging substances, highly potent active ingredients and drug products.

Our growth is dependent on building strong and long lasting relationships with our customers.



What it's Like to Work Here

Being a part of CARBOGEN AMCIS means being a part of a company that makes a difference to global health.

We offer diversified and attractive job positions across our 8 sites around the world.

By joining CARBOGEN AMCIS, you will integrate with a multicultural and international team which creates an exciting and dynamic workplace.



Diversity & Inclusion

We celebrate diversity – of culture, of background, of experience and thought – and recognize it as a key to our ability to deliver high quality services.

As a global business our people come from all over the world. You will draw strength from a highly collaborative and intellectually stimulating environment.

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•• JOB PROFILES

Some of our employees have been with us for many years, each with their own personal career path. We show you two examples of how a career at CARBOGEN AMCIS could look like and give an insight into their different roles and activities.

Eva: Manager QC&A

What's your education/background?

Diplom Lebensmittelchemiker

When did you join CARBOGEN AMCIS?

December 2001

Why did you choose CARBOGEN AMCIS?

It was a promising activity in an analytical lab and working directly on projects with an experienced motivated team was important to me.

Your positions since joining CARBOGEN AMCIS:

Chemist QC&A, Senior Chemist QC&A, Manager QC&A

What are the responsibilities in your current position?

I am responsible for the teams, resources and improving processes for the department. Plus I act as a customer contact for new projects.

How does your typical work day look like?

Taking care of the Team, balancing resources, sharing my experience in the lab, maintaining the GMP compliance.

What do you like about your job at CARBOGEN AMCIS?

I like the close collaboration with colleagues, solving different analytical challenges and ultimately help to take a project successfully to the next level.

Which tips or suggestions do you have for candidates that are interested in joining CARBOGEN AMCIS?

Why should they join CARBOGEN AMCIS?

If you seek for a job combining analytical science, teamwork throughout all departments and contact to global customers/project management, then CARBOGEN AMCIS could be your place to work.



Eva: Manager QC&A

Emad: Senior Manager PR&D

What's your education/background?

- PostDoc in asymmetric synthesis at ETH Zurich (1999-2001)
- Ph.D. in catalytic asymmetric synthesis at Université de Genève (1994-1999)
- M.Sc. in Organic Chemistry at University of Massachusetts and Alexandria University (1989-1994)
- B.Sc. "Excellent with Honour" in Chemistry at Alexandria University (1985-1989)

When did you join CARBOGEN AMCIS?

March 2001

Why did you choose CARBOGEN AMCIS?

Because of the dynamic spirit and atmosphere generated by high concentration of talented chemists with diversified backgrounds and the perspective to elaborate not only the route scouting and process optimization, but also carry the manufacturing in the pilot plant and handle customer contact.

Your positions since joining CARBOGEN AMCIS:

Project Chemist PR&D, Senior Chemist PR&D, Manager PR&D, Senior Manager PR&D

What are the responsibilities in your current position?

I lead a group of around 20 professionals on a personal as well as on an organizational level and organize the collaboration between the PR&D department in Aarau and other departments in the company. I help to improve processes within the organization and manage process transfers between the sites. I support my colleagues with their projects, technically and budgetary, as well as writing customer proposals and coordinating teams for project planning. I organize training and seminars for our co-workers and represent CARBOGEN AMCIS at exhibitions to recruit new team members.

How does your typical work day look like?

Based on the list of activities above my typical work day involves a lot meetings and organizational activities with a large number of people.

What do you like about your job at CARBOGEN AMCIS?

The Diversity, Innovation, Challenges and Flexibility. The high level of knowledge of people at all levels in the organization. The human being oriented interaction, thinking out of the box mentality and continuous improvement. The safety of the employees is above all.

Which tips or suggestions do you have for candidates that are interested in joining CARBOGEN AMCIS? Why should they join CARBOGEN AMCIS?

Be a team player, enthusiastic, flexible and willing to take responsibility. We are dynamic! You are important for us and we intend to evolve together.



Emad: Senior Manager PR&D

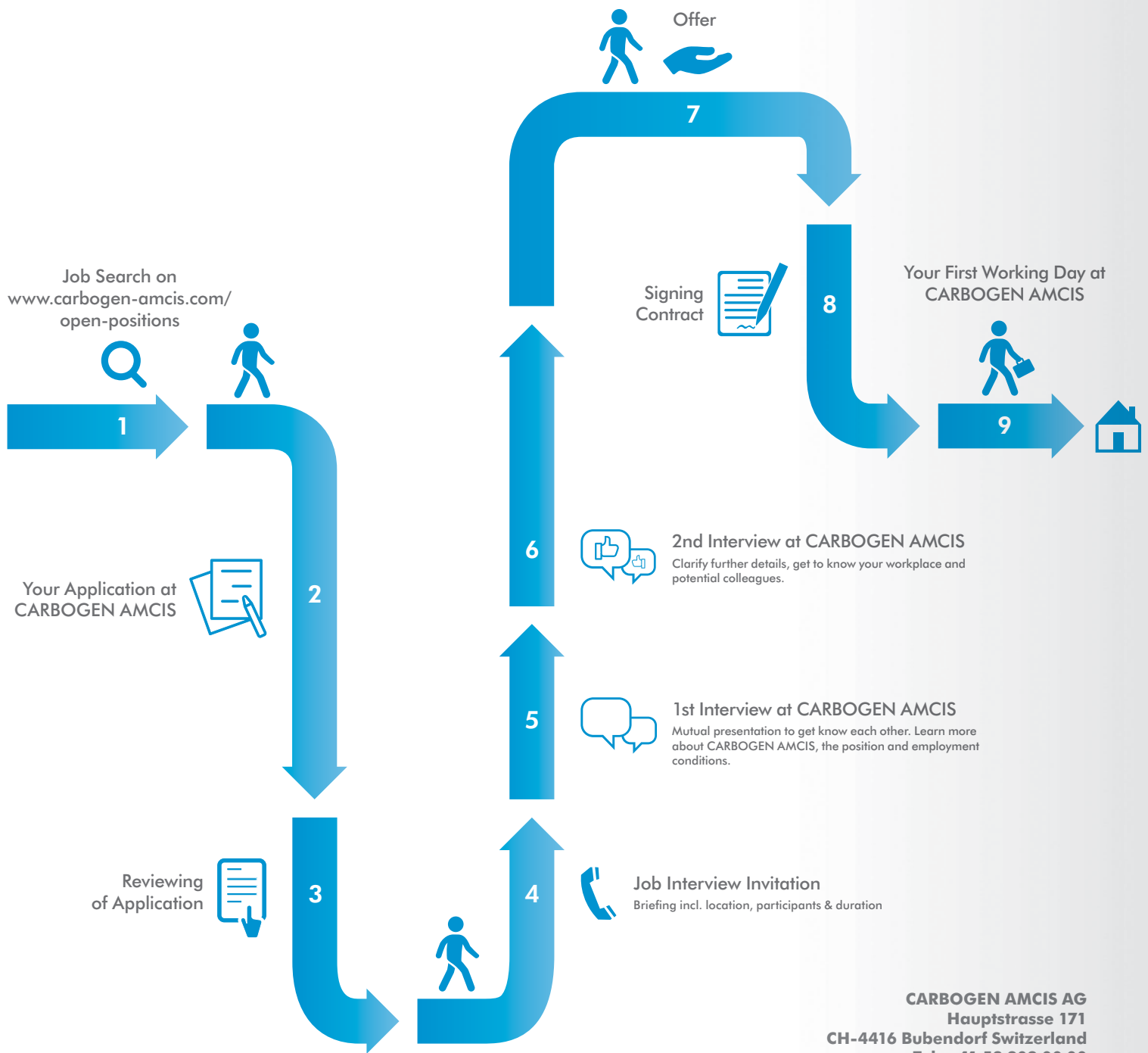
Are you curious to get to know more of our employees?

Visit our website to meet "Our People" and your potential new colleagues. Browse through the departments and read what they have to say about their work at CARBOGEN AMCIS.

www.carbogen-amcis.com/our-people

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•• CANDIDATE JOURNEY



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Interested in joining us? For more information about us, visit:

www.carbogen-amcis.com/careers