

**A Meaningful Difference**

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**Lonza**

# Make your career count

Your guide to a career  
with Lonza in Singapore



## An impact that matters

We are dedicated to science.  
We apply our industry knowhow  
to pioneer the medicines of  
tomorrow. Protecting millions of  
people from illness and disease.

Lonza is the preferred global partner to the pharmaceutical, biotech and nutrition markets. We work to prevent illness and enable a healthier world by supporting our customers to deliver new and innovative medicines that help treat a wide range of diseases. We achieve this by combining technological insight with world-class manufacturing, scientific expertise and process excellence. These enable our customers to commercialize their discoveries and innovations in the healthcare sector.

Founded in 1897 in the Swiss Alps, today Lonza operates across three continents. With approximately 14,000 full-time employees, we are built from high-performing teams and of individual talent who make a meaningful difference to our own business, as well as to the communities in which we operate. The company generated sales of CHF 4.5 billion in 2020 with a CORE EBITDA of CHF 1.4 billion.

## Make a meaningful difference

We are here to make a Meaningful Difference. It is the foundation of the way we do business. A career at Lonza is more than a job. We do not just work in the life sciences industries, we are transforming them. What we do today is helping to create a healthier, happier world tomorrow.





**1<sup>st</sup> biologics  
contract  
manufacturer  
in Singapore**

**>800**

employees

**>12**

nationalities creates cultural diversity

**25,000** m<sup>2</sup>

cell culture manufacturing

**1,400** m<sup>2</sup>

Mammalian Business Unit process development  
and analytical laboratories

**4,100** m<sup>2</sup>

cell therapy manufacturing



**Chong-Meng Chai**

Vice President, Site Head, Singapore

« Our Singapore facility is such an interesting mix of technologies and of people. It creates this positively charged atmosphere that is really special and exciting to work in. In the ten years I have worked here, the site has grown and changed, setting new standards and records for ourselves - and there is more to come in the future.

It is a great place for open-minded people to learn quickly. We can offer so much variety to you and it means you will learn and grow at an incredible pace. Whether you are bringing experience with you, or just starting out, you can try new things and make a meaningful difference. This is the place to come and work as part of a fantastic team who will help you to be your best. »



## State of the art presence in Singapore

Our global manufacturing network is recognized for its reliable, high-quality services, regulatory track record, global footprint, innovative technology platforms and extensive experience. Singapore is proud to be part of this global network, home to Biologics' Drug Substance – **Mammalian cell culture manufacturing, Development Services along with Cell and Gene Therapy manufacturing.**

Singapore's **Mammalian cell culture manufacturing**, the key division on site, offers a wide range of contract development and manufacturing services to our global customers ranging from vector construction, cell line and process development, process optimization, and manufacture from small to large scale. We commenced our first current Good Manufacturing Practice (cGMP) product in early 2011 and have gone on to manufacture bio-pharmaceutical products including monoclonal antibodies (mAbs), other recombinant proteins and cellular therapeutics. We are home to bioreactor production systems at the 2,000 L and 20,000 L scales for both clinical and commercial operations.

As part of the Biologics segment, the Singapore site performs **Process Development and Analytical Development** for our clients. We use mammalian cell lines and develop processes to enable the production of monoclonal antibodies and other novel recombinant proteins. The services we offer our clients include Cell Line Creation, Upstream Process Development and Characterization, Downstream Process Development and Characterization as well as Analytical Development including cGMP Analytical Services.

We offer you exposure to upcoming biotech and established pharmaceutical companies and to the manufacturing technology needed to produce the treatments of tomorrow. We provide training to enable you to deliver for our customers and their patients as well as give you the opportunity to gain first-hand experience and deep insights into an FDA-regulated industry.

While other companies may offer you the opportunity to work on a few treatments, at Lonza you will be working on a broad range of treatments every year for a wide variety of customers.



**Steven Ho**

Section Manager, Cell Culture Development, Tuas (Singapore)

« I began my career at Lonza as a Senior Scientist and progressed steadily to become a Lead Scientist, before moving to my current role. Now, I get to balance the science side of my work, with team leadership and building new skills that benefit the business. Lonza offers the opportunity to work with established pharmaceutical companies and biotechnology start-ups to deliver medicines to a wide network of patients worldwide. My work is meaningful, because I am working with a dynamic team to develop and deliver our customers products to their patients. »



## The next level of biopharmaceutical services

Globally, we have more than 35 years' experience in development and manufacturing services, with nine dedicated mammalian sites on three continents. Our far-reaching achievements include manufacturing more than 25 commercial stage biologics from our sites, and more than 480 preclinical and clinical large molecules, working with multiple global regulatory agencies. Our work enables our customers to support millions of patients, and our ambition for the future is high. We work with regulatory authorities across the world, and the biopharmaceuticals we help to develop and manufacture have been commercialized in more than 80 countries to date, with more than 305 clinical therapies in development right now. Our industry-leading technologies such as the GS Xceed® Gene Expression System, allow us to produce high-quality current Good Manufacturing Practice (cGMP) products in a time and cost-effective way. It gives us the speed we need to keep our customers ahead of their competition and reduces quality deviations.

We help make a meaningful difference by empowering small visionary start-ups, large biotechs and pharmaceutical companies to deliver biopharmaceuticals skillfully, effectively and efficiently, to improve patients' lives.

Our customers rely on our thought leadership, know-how, skillful problem-solving, leading technologies, comprehensive range of services and global footprint. These assets and capabilities means we can collaborate on the development and manufacture of biopharmaceuticals, from discovery right through to commercialization. Our expertise carries through every step of the product life cycle, and can be activated at the appropriate phase to meet our customers' needs. We are even expanding our Singapore lab, allowing us to take on further small scale Biologics License Application (BLA) activity.

# Delivering cutting edge therapies in Cell and Gene Technologies

Cell and gene therapies are seen as the new frontier in medicine, and Lonza is at the forefront.

The market is expanding rapidly, and has grown by 23% (CAGR 2014-19). As of January 2020, there were over 750 cell and gene therapy companies worldwide, developing over 2,000 products. Join us, and you could partner with these customers to transform healthcare. But more importantly, you will do it as part of the largest team in the industry. With our scale and opportunities, Lonza is a company like no other, but these are not they only reason why our business is unique.

Firstly, our offering spans products and services for allogenic and autologous cell therapies, as well as viral vector gene therapies. Our competitive advantage lies in the combination of an integrated offering beyond manufacturing, with unmatched process development expertise and industrialization capabilities. We offer in-house tissue acquisition, and dedicated cell and gene therapy regulatory expertise to an integrated supply chain orchestration system. Together, these services provide an end-to-end offering from concept to commercialization.

These activities take place through a growing network of sites that stretch around the world.

Major new contracts with companies large and small means we are embarking on all kinds of clinical and commercial programs. They include the clinical manufacture of allogeneic CAR-T product candidates, which are intended to treat hematological malignancies. We are also tackling a novel, AAV-based gene therapy program for the treatment of a genetic condition that can result in heart failure. Another key collaboration will see Lonza manufacturing a Phase III, advanced cell therapy designed to enhance the life-saving benefits of hematopoietic stem cell (bone marrow) transplants. Furthermore, thanks to our Cocoon™, closed automated cell therapy manufacturing system, we are looking to manufacture autologous cell therapies more efficiently.

It all adds up to a highly specialized business area that is making breakthroughs and bringing hope to billions of people worldwide. So, if you want to work in a challenging, inspirational and thought-provoking field, there is no better place to be.



**Grace Lin**  
Section Lead, Cell Therapy  
Manufacturing, Tuas (Singapore)

« I joined Lonza in 2010 and began my training in the Quality Control department at the Walkersville, MD (US) site. In 2012, I moved back to Lonza Singapore and started my career as a full time Quality Control Analyst. In the initial stages, I was involved in the transfer of test methods from the Walkersville site to support the new Cell Therapy facility in Singapore. Today, I am a Section Lead in Cell Therapy Manufacturing and in charge of managing multiple cross-functional projects and training junior colleagues. I am happy to say, I am enjoying the journey. »



# Job opportunities at Tuas

The difference that Lonza makes to the world is more evident now than at any time in our history. The same can be said for every job area available here in Singapore. Now is a great opportunity to join and have a notable impact on the world, solve complex problems and develop new ideas that can transform lives. Pharmaceutical and biotech companies rely on us to develop and manufacture high quality, safe and efficacious treatments on their behalf, and that responsibility is broken down into our different job functions, which you can find out more about below. Browse our open jobs at [www.lonza.com/SingaporeCareers](http://www.lonza.com/SingaporeCareers)

## Manufacturing Operations

In Singapore Tuas, our mammalian manufacturing facility offers both small- (2,000 L; single-use) and large-scale (20,000 L; stainless steel) clinical and commercial manufacturing of monoclonal antibodies (mAbs) as well as recombinant proteins. The facility handles all aspects of cell culture and purification as well as related activities such as media/buffer preparation, raw materials dispensing, miscellaneous cleaning and autoclaving. Here, we manufacture drug substances in bulk so customers can develop and commercialize their products.

Manufacturing Operations ensures our clinical customers have sufficient materials to sustain their clinical trials, helping them meet strict filing and regulatory approval timelines. With our team's help, these customers can bring novel therapeutic monoclonal antibodies and recombinant proteins to market in the fastest possible time.

For our commercial customers, it is all about ensuring a secure, constant supply: some of the drugs manufactured in Singapore are in huge global demand. As a key part of our customers' supply chains, we help to provide treatments to patients all over the world.

In all cases, it takes collaboration with our wider network to meet customers' needs. With demand growing, Manufacturing Operations at Tuas are set to expand in the years to come.

## Quality Assurance

The Quality Assurance function is here to ensure that the manufacture and release of the drug substance or drug product from Lonza Singapore is compliant with current Good Manufacturing Practices (cGMP). Quality Assurance protects the patient. Compliance with cGMP regulations ensures that all drug substance manufactured is consistently safe, efficacious and pure for every patient.

We are improving thousands of patients' lives around the world. We bring peace of mind to our customers and patients through the integrity and passion that we bring to our work on a daily basis, by guaranteeing the safety and purity of the product. We do not see our patients, but we know that the work we do is having a direct and positive impact on the lives of real people and their families.

Part of this area focuses on providing direct supervision of the manufacturing operations and supporting function including batch record review, investigation oversight, validation of equipment and QC testing of incoming materials and of the drug substance manufactured.

We continue to look for ways to further digitize the work that we do, and we are looking for more innovative ways to make our training more efficient and effective.

## Quality Control

We are the testers, checking incoming materials and treatments to ensure they meet the necessary quality requirements. We are the people assessing whether products are fit for purpose and are manufactured to the right standard before reaching our customers. Product quality is of the utmost importance for the safety of patients, which is why it is so important to get this right and to stop any products that reach us that are not at the same quality level.

There are lots of different stages to Quality Control. Seeing a product from technology transfer phase to commercial approval is our greatest achievement, and is always a source of deep satisfaction.

Training in this function is inbuilt from the beginning, with trainers on hand to qualify new hires. They cover customer communication skills, technical writing and everything in between.

The site and the lab keep adding newly available technologies to meet customer and regulatory requirements. This provides opportunities to take on new responsibilities and continue learning.

## Engineering

Our Engineering function covers everything from installation, repairs and maintenance, right through to project execution. It is the engine that supports the running of the manufacturing process. It is the place where problem-solving, technical know-how, troubleshooting and leadership come to life.

Our world class facilities are where experts in process, controls, maintenance and calibration work together to get the highest quality work done at the lowest possible cost. This is how we achieve and deliver lasting value to our customers. Some of this is automated, but we monitor the way the system operates to ensure the process runs smoothly, through a combination of precision and control.

We make top quality products faster for customers and patients while actively managing our energy, water and waste. We are constantly working to keep efficiency between runs to achieve, and exceed, deadlines. This means exploring new ideas and new ways of working.

## Supply Chain Management (SCM)

The supply chain function is at the core of our activities. It provides support to our manufacturing and operational teams on one end, and delivery on time to our customers on the other. We provide all the necessary materials and services that enable operations to run uninterrupted. These treatments may help to improve or save lives. We play a pivotal role in keeping operations up and running, and as a key enabling function, we are connected to every other function. With our support they can carry on and complete their tasks. We can reach millions of patients and give them a better quality of life.

Every role here is focused on improving people's lives. You will be exposed to a number of customers, products and technologies that you will not find anywhere else.

New joiners receive intensive on-the-job training to get them up to speed with the way we work. Additional training is then focused on building the different capabilities needed for this particular area of work, from planning, to procurement and logistics.

## Development Services (DS)

DS works with our customers to help them create processes to manufacture novel biopharmaceuticals using biological systems such as recombinant cell lines. We perform all our work in the lab to develop the cell lines and upstream and downstream production processes, as well as defining all that is required for the analytical testing.

Once we define all the procedures in the lab, we transfer them to our manufacturing functions who produce a sufficient quantity to enable clinical trials of potential new drugs. If these are successful, they ultimately lead to commercial manufacture of effective and safe therapeutics treating a variety of diseases.

Our work helps to create new therapeutics that may potentially be used to treat life threatening diseases, some of which currently have no treatment or cure. We are solving complex technical challenges in real-time and working with colleagues to develop products that benefit people all across the world.

## Manufacturing, Science and Technology (MSAT)

The MSAT team executes and manages the transfer of new manufacturing processes and technologies into the facility. We also provide on-going trouble shooting, investigation and support for existing processes.

The team is often faced with challenges to resolve. Each day and every situation is a constant learning process. We look to continuously improve the business by translating these experiences into standardized business approaches thereby improving efficiency and adding value.

The impact of MSAT on the business could not be more direct. Singapore is the production facility for drug substances which help treat a wide range of medical conditions. It is the role of MSAT to help ensure we successfully deliver these critical substances.



**Pan Yue**

Lead Scientist, Cell Culture  
Process Development, Tuas (Singapore)

« Lonza offers the unique opportunity to partner with various customers ranging from established pharmaceutical companies to biotechnology startups. Working with them enables me to gain first-hand experience in both clinical and commercial processes as well as product development. »



# Top five reasons to join Lonza

## 1. Ethics & corporate social responsibility

A strong ethical thread is interwoven throughout the entire Lonza organization and consists of a firm commitment to ethical business conduct. We have a sustainable approach to minimizing our impact on the environment and have a goal of achieving zero workplace accidents and injuries.

## 2. Pioneering science and market-leading technology

Lonza's competitive advantage comes through the combination of both science and technology expertise. The way we bring the different disciplines together makes our projects highly interesting and innovative. We promote an entrepreneurial spirit and encourage you to challenge the accepted way of doing things.

## 3. Collaborative, supportive, high-performing teams

You'll find countless experts in many fields at Lonza, from whom you can learn and with whom you can share your knowledge. No one ever feels on his or her own when facing a challenge, and our employees often talk about the feeling of being part of something bigger. We maintain this culture by treating people with respect and dignity, and by valuing and recognizing each colleague's individual contributions.

## 4. The impact of your work

We are a highly results-focused business. We're proud to take ownership of our work, taking accountability for our input. Our truly customer-oriented approach and by promoting strong partnerships helps us to deliver successful, high-quality products. Wherever you work, you can see the impact that your contribution makes and be rewarded and recognized for your efforts. You'll also have the satisfaction of knowing that people are benefiting in the real world, in many cases through life-changing medicines.

## 5. More opportunities to learn and grow

At Lonza we are always pushing ourselves to stay at the forefront of the markets and industries in which we operate. Our focus is on expertise, innovation and improvement. You will always find opportunities to enhance your knowledge and skills while developing your experience, including excellent on-the-job training.

## Make the role your own

Results matter, but none more than improving a life. It's why we help to develop medicines and products to do just that. To achieve it, we bring together the best and brightest in life sciences. Then we put them to work on market-leading innovations. The relationships we build are just as important. It's why we empower our people to build strong partnerships with clients. Above all, we support them to make a meaningful difference, every single day.

People come to Lonza for the challenge and creativity of solving complex problems and generating new ideas in life sciences. They come because we help them to stretch themselves, voice their views, and be themselves. They come because they get to work with inspiring, passionate leaders. And they come to make a difference of their own.

In return, we support our people to progress and decide where to take their career. And we offer the satisfaction that comes with improving lives all around the world. The satisfaction that comes with making **a Meaningful Difference.**

## Make your difference

We employ a diverse and multi-disciplinary team with wide-ranging skills, knowledge and expertise. What our people share is a common purpose and a successful way of working

We also look for the following attributes in all of our new hires. These characteristics are the fundamental enablers of success at Lonza.

### What it takes to succeed at Lonza

#### Integrity

(Having the accountability, honesty and courage to speak up and do the right thing)

#### Innovation

(Being engaged, curious and enquiring to find the best possible solution)

#### Inclusion

(Being supportive, respectful and responsible towards others)

#### Initiative

(Being self-driven, motivated and committed to focus and deliver)

# Our application process

We have designed our application process to be as fair and as quick as possible.

- 1.** Submit your application online for a position via the Lonza Careers Page.
- 2.** Your application will be reviewed by our recruitment team. If you have the skill set and experience we are looking for, he or she will reach out to arrange a first stage telephone interview.
- 3.** Following a successful telephone interview, further interviews will be arranged. These may be in person, video call or telephone call and will be scheduled at a convenient date and time where possible. One or more interviews may be required.
- 4.** After a successful final interview, the Recruitment Partner will be in touch to discuss the offer.
- 5.** Once the offer is accepted, the Lonza team will support you through the final steps of the process and during onboarding.





## Contact

**Lonza Biologics Tuas Pte Ltd**  
**Lonza Bioscience Singapore Pte Ltd**

35 Tuas South Avenue 6  
Singapore 637377

Phone: +65 6521 4111

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

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