



PHILIP MORRIS JAPAN

Delivering a Smoke-Free Future

Back to Basics!

Your all-in-one interview prep guide

* As of September 2024

THANK YOU FOR CONSIDERING PHILIP MORRIS JAPAN

Hello and thank you for dropping by.

We are thrilled you're considering joining us as we are transforming for good!

We created this guide to help you put your best foot forward with Philip Morris Japan, and we hope this guide gives you a flavor of who we are and how we work.

If you have any questions, feel free to [email](#) us.

Best Regards,
Talent Acquisition Team

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PHILIP MORRIS INTERNATIONAL

Delivering a Smoke-Free Future

PHILIP MORRIS INTERNATIONAL OVERVIEW



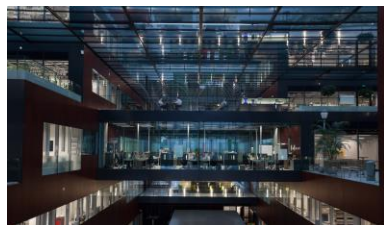
PHILIP MORRIS INTERNATIONAL OVERVIEW

PMI is a global company selling products in around 180 markets and with the acquisition of *Vectura Fertin Pharma* and *Swedish Match*, currently employing 79,800 people worldwide.



OC

Operation Center
(PMI's Global HQ) in
Lausanne, Switzerland



The Cube

PMI's research and
development center
located in Neuchâtel,
Switzerland.



employees around the world



million consumers worldwide



1,516+

R&D scientists, engineers and technicians
working on smoke-free products



markets where our
smoke-free products are sold
(as of June 30, 2023)



180

markets where our
products are sold



39

production facilities worldwide



TALENT ACQUISITION

#MAKEHISTORY



* As of September 2024

DELIVERING A SMOKE-FREE FUTURE



Smoke-Free

Develop, market, and sell smoke-free alternatives, and switch our adult smokers to these alternatives, as quickly as possible around the world



Transition

Transition our resources from cigarettes to smoke-free alternatives



Regulation

Propose regulatory policies that encourage the replacement of cigarettes with smoke-free alternatives



Sustainability

Drive world-class sustainability programs across our entire value chain



Talent

Be the employer of choice for our global workforce and work tirelessly to attract the best talent



Transparency

Share our progress, and invite dialogue and independent verification



Growth

Provide superior returns for our shareholders



TALENT ACQUISITION

#MAKEHISTORY




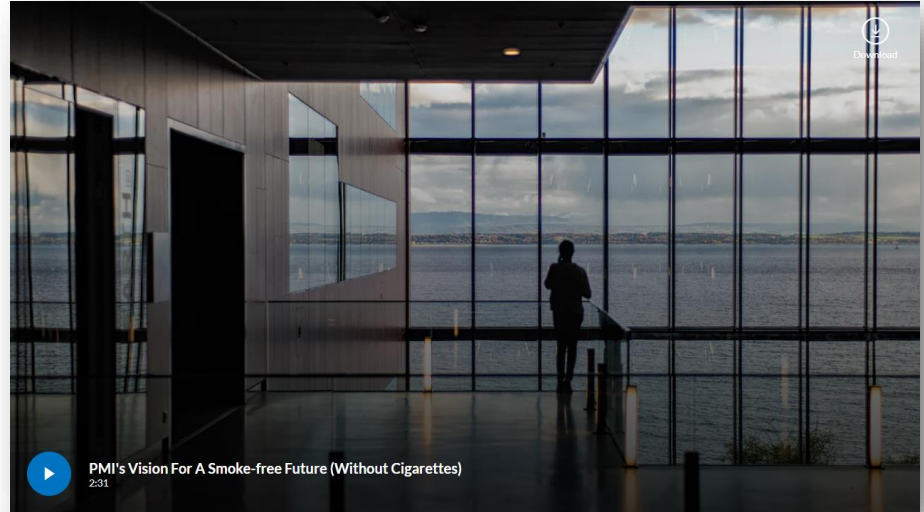
Discover more about our efforts to fight against illicit trade



NOW WE'VE MADE THE DECISION TO GO SMOKE-FREE

“We’re creating a PMI that will be remembered for replacing cigarettes with a portfolio of revolutionary products.”

Discover more about our transformation 



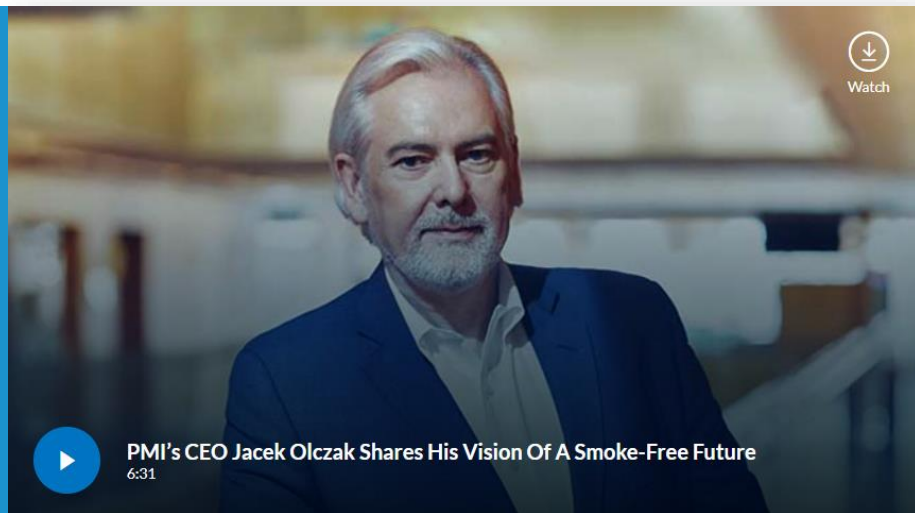
NOW WE'VE MADE THE DECISION TO GO SMOKE-FREE

We are doing this because we should!

We understand the millions of men and women who smoke cigarettes. They are looking for less harmful, yet satisfying, alternatives to smoking. We will give them that choice.

We are building PMI's future on smoke-free products that—while not risk-free—are a far better choice than cigarette smoking.

Indeed, our vision—shared by all at PMI—is that these products will one day replace cigarettes.





PHILIP MORRIS INTERNATIONAL

Delivering a Smoke-Free Future

PHILIP MORRIS JAPAN OVERVIEW



PHILIP MORRIS JAPAN OVERVIEW

PMJ is the most advanced “smoke-free market” within PMI, accelerating the vision for the company



Shea Lih Goh
PMJ President



Tokyo HQ
Sanno Park Tower



2
offices



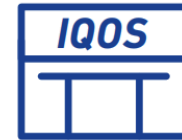
1,611
employees, of which 1,200
in field sales



34.1%
proportion of
female leadership



40
nationalities
among employees



7
IQOS stores



106
IQOS shop-in-shops



TALENT ACQUISITION

#MAKEHISTORY



* As of September 2024

ORGANIZATION STRUCTURE

Philip Morris Japan President

PMI

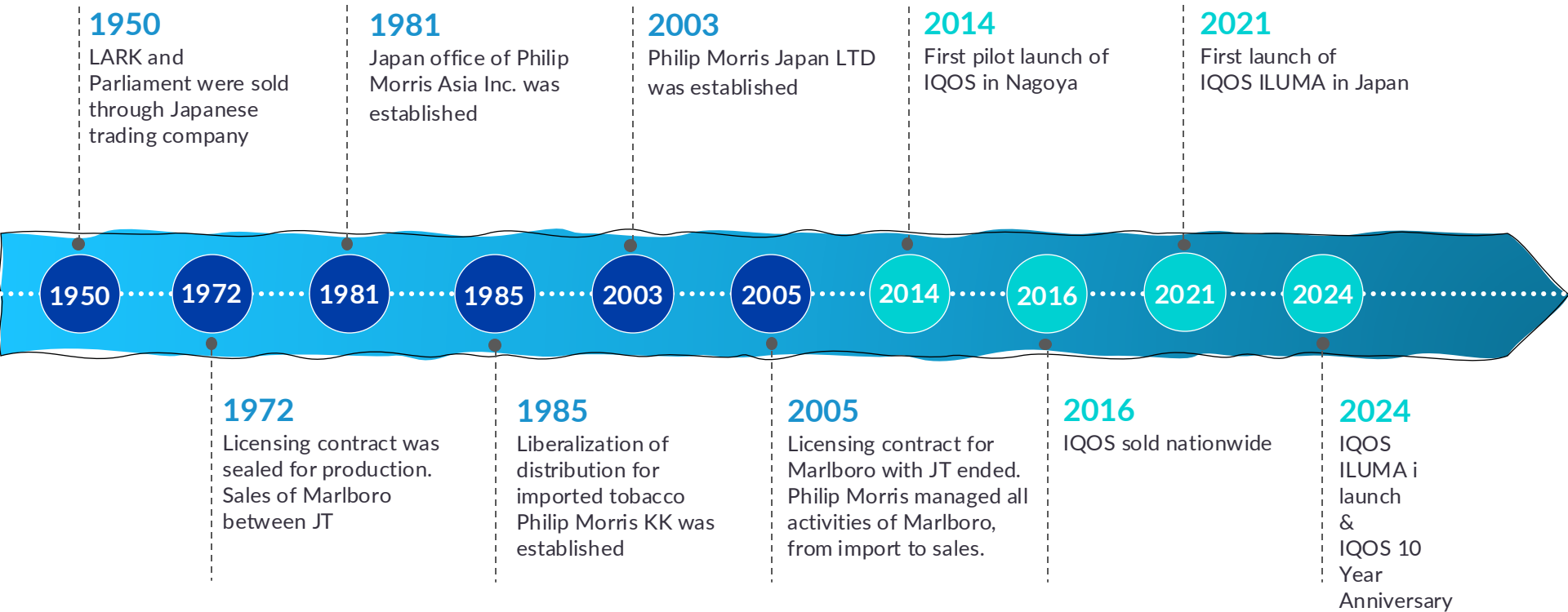
Commercial Functions



Enabling Functions



JOURNEY & KEY MILESTONES



JAPAN: THE BEGINNING OF A NEW SMOKE-FREE ERA

In the early 2010s, Japan's decline in cigarette sales was at a much slower pace than in comparable countries. But in 2015, something changed: sales of cigarettes started declining five times faster than preceding years!*

It was also the same year that we introduced the first smoke-free products in Japan.

Several independent studies suggest the significant decline can be attributed to the uptake of heated tobacco products.

Watch our documentary to find out more →





PHILIP MORRIS INTERNATIONAL

Delivering a Smoke-Free Future

PMI'S SMOKE-FREE PRODUCTS

HEATED TOBACCO PRODUCT

Philip Morris International (PMI) has developed and produced several **heated tobacco products (HTPs)** under its IQOS brand.

Also known as tobacco heating systems, and heat-not-burn products, PMI's HTPs were first launched nationwide in Japan in 2016, and as of June 2024, currently available in 90 markets worldwide. PMI estimates that 36.5 million adults around the world use PMI's smoke-free products.

With a strong foundation and significant expertise in life sciences, PMI announced in February 2021 its ambition to **expand into wellness and healthcare** areas and, through its *Vectura Fertin Paharma* business, aims to enhance life through the delivery of seamless health experiences.




HEATED TOBACCO PRODUCT

How does heating tobacco differ from burning tobacco?

Cigarettes burn tobacco at high temperatures, producing ash, tar, and smoke that contains high levels of harmful chemicals.

But PMI's HTPs are **heating tobacco to significantly lower temperatures** without burning, and therefore producing no fire, ash, nor smoke. Because the tobacco is heated and not burned, the average levels of harmful chemicals are significantly reduced compared to combustible cigarettes.

Find out more about IQOS → 





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SCIENCE



SCIENCE



A PMI Science Documentary

Dr. Bruce Clark, our former VP of Regulatory and Scientific Affairs, takes you on a tour of our Smoke-Free science, products, facilities and concepts.

Discover more about PMI Science → [in](#) [YouTube](#) [Globe](#)

Cube
R&D facility
immersive
visit [»](#)

Scientific
updates [»](#)

Effects of the
device on
people who
switch [»](#)





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SUSTAINABILITY



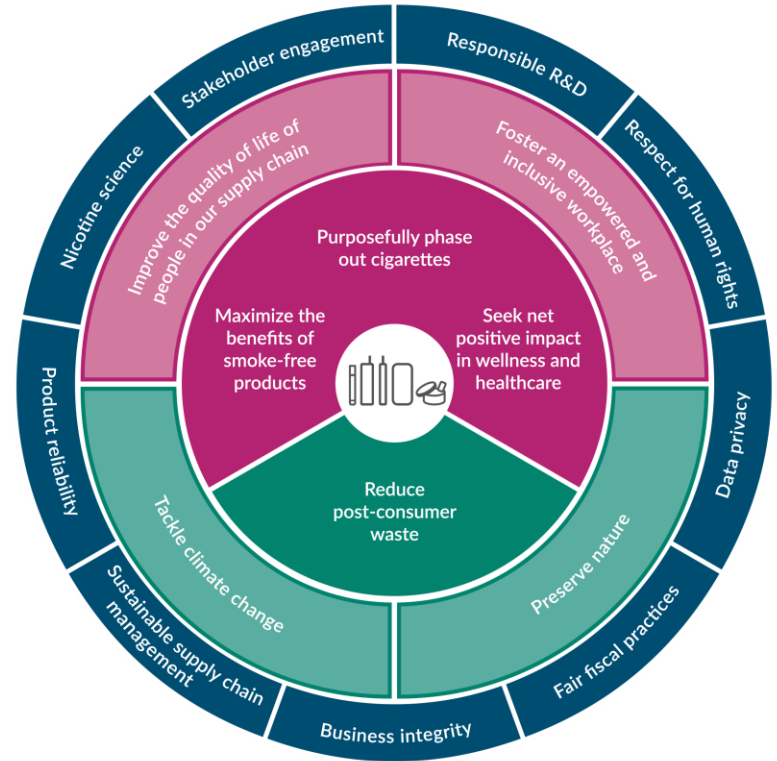
PMI'S SUSTAINABILITY STRATEGY



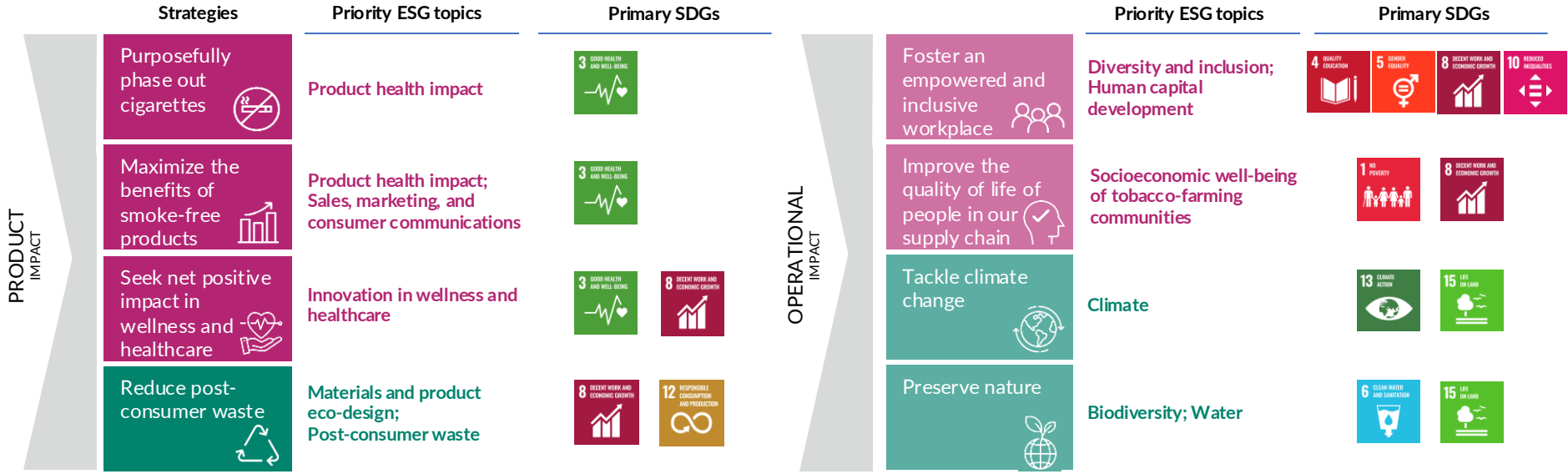
We can only achieve our purpose by embedding sustainability in every aspect of our business.

Building on our ESG framework, and to properly address the priority issues, we developed eight strategies (see on the right) targeting our most pressing areas of impact. To accompany those strategies, we established 11 goals, which form the basis of our 2025 Roadmap.

Deep dive into our approach to Sustainability → 



PMI'S SUSTAINABILITY STRATEGY



PMI's 2025 Roadmap outlines our key goals and informs the route of our company's long-term plan.

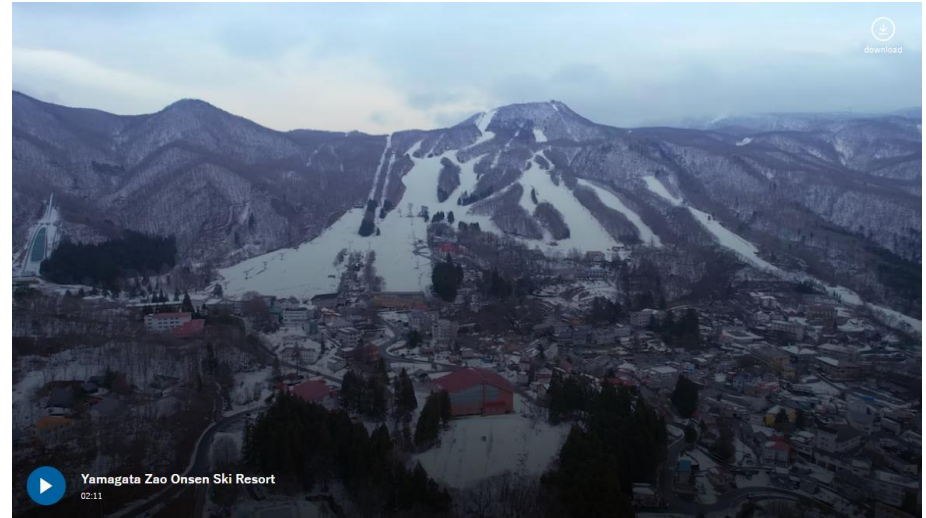
PMJ'S SUSTAINABILITY INITIATIVES

Our Smoke-Free Landmarks

In response to the revised Health Promotion Law aimed at preventing unwanted passive smoking, which went into full effect on April 1st, 2020, the establishment of spaces dedicated to heated tobacco products are spreading throughout Japan.

Efforts to realize a "smoke-free society" are also underway at major tourist attractions throughout Japan.

Watch our documentary to   more and discover more about PMI Sustainability →





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Delivering a Smoke-Free Future

DIVERSITY, EQUITY, AND INCLUSION

EMPLOYEE RESOURCE GROUPS (ERG)

LGBTQ+ Community & Allies



STRIPES Global is an LGBTQ+ and Allies employee resource group that focuses on creating an environment where all members of the community feel safe and comfortable to be their true selves at work.

Race & Ethnicity



EMBRACE Global is a group that focuses on championing racial and cultural equity. It promotes a global workplace where everyone feels included to bring the strength of diversity to life.

Women's Inspiration Network



WIN Global is a group that supports, inspires, and empowers women to advance their skills, expand their network, and discover their full potential.

Different Abilities



PMI ABLE is an employee resource group that helps employees develop a common understanding within the company of different types of disabilities, both obvious and hidden.

Parents & Caregivers



Parents@PMI is an inclusive community of enthusiastic caregivers, acting as a voice of support to all PMI parents and professionals, and leveraging our diverse experiences to support one another.

Age Diversity



advantAge aims to support employees of all ages throughout their careers by fostering a workplace that welcomes age diversity and intergenerational collaboration and understanding.



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RECOGNITIONS



PHILIP MORRIS INTERNATIONAL

2015: the first multinational company in Switzerland to be certified



2016 to 2024: 8 years in a row



2023: recognized commitments to advancing gender equity.



Part of the one percent of companies that have been awarded this, reflecting our dedication to openness and honesty.



PHILIP MORRIS INTERNATIONAL

2024: No. 1, second consecutive year among top 10 U.S. companies driving the transition to a low-carbon economy.
[Discover more.](#)



2019 to 2024: A-List Award recipient, committed to reducing emissions and lowering environmental risks in our SCM



PHILIP MORRIS JAPAN

2016: PMJ first PMI affiliate



2020 to 2024: 5 years in a row



2022: 2nd in large MNC category



2024: First ever, 3 markets in PMI





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Delivering a Smoke-Free Future

PMJ WAYS OF WORKING



PMI DNA VALUES & CRITICAL BEHAVIORS

Our purpose: Deliver a smoke-free future

We Care

Self-Aware: Know ourselves, aware of the impact we have on others, we manage our emotions and behaviors so everyone can thrive

Inclusive: Intentionally seek, listen, and learn from diverse perspectives to reach the best outcome

Empathetic: Act with care, understand others, and are sensitive to their needs

We are Better Together

Trust: Earn and maintain trust through our actions, transparency, honesty, and open communication

Collaborate: Have the discipline to set aside egos, break down silos, choose long term over short term, and come together for a shared purpose

Celebrate: Timely acknowledge successes (big and small), recognizing and valuing everyone's contributions

We are Game Changers

Embrace Challenge: Act with courage and determination to innovate and disrupt

Agile: Take initiative and thoughtful risks, experiment, adapt, and learn from mistakes

Drive for Impact: Act with energy towards driving outcomes, get things done, and achieve impact despite challenges and adversity

PEOPLE AT PHILIP MORRIS JAPAN

People with courage, creativity, and entrepreneurial spirit. Be part of this revolution and achieve a smoke-free society.
Join us on this journey!



“Freedom to shape your future and ours - and deliver the most amazing things”



“One clear purpose - to improve the lives of the billion smokers worldwide”



“Big change needs big relationships and a place where you can belong”



“Always progressing, always learning – always making a difference”

What You Bring

Strong determination and change management in the organization and society

Innovation and a strong will to succeed

Willing to build a strong network and excellent social skills

High performance standards and strong ambition

What You Gain

Strong pride in working to improve the lives of so many people.

The environment and support to achieve results

A culture that embraces diversity, where everyone's opinion is respected, and you can find a lot of stimulation and satisfaction.

Opportunity to continue advancing your career in various directions



TALENT ACQUISITION

#MAKEHISTORY



PARENTAL BENEFITS PROGRAM

PHILIP MORRIS JAPAN

8 weeks Maternity Leave under Japan Social Insurance

+

Fully-Paid 10 Weeks PMJ New Parental Leave

- optional, PMJ specific

+

Childcare Leave ~ 1 year old

- can be extended until 2 years old if no childcare spots available

+

Childcare Support Reimbursement

- based on the actual spending under predefined cap, valid until Mar 31st at 6YO

+

Reduced Working Hour

- application mandatory, until 3YO

Fully-Paid 8 Weeks PMJ New Parental Leave

- optional, PMJ specific

+

Childcare Leave ~ 1 year old

- can be extended until 2 years old if no childcare spots available

Primary
Caregiver

Secondary
Caregiver

JAPAN STANDARD

8 weeks Maternity Leave under
Japan Social Insurance

+

Childcare Leave ~ 1 year old

- can be extended until 2 years old
if no childcare spots available

Childcare Leave ~ 1 year old

- can be extended until 2 years old
if no childcare spots available

SMART WORK MODEL

KEY PILLARS

Smart Work is a Hybrid model, requiring a minimum of 2 days of office work / week

PMJ office is always open to employees wanting to work close to their colleagues

“We believe in flexible work where people can decide on work location based on where they can do their best work.”
Tom Verbeke, Director P&C
Japan

WORKING HOURS

Non-Exempt Employees

■ Flex with Core Hour

- Mon -Thu 10:00 -16:00 (1H lunch break)
- Friday 10:00 -12:00

■ Half day on Fridays is available for employees who meet the monthly working hour requirement

Exempt Employees

- Full Flex without core hour
- Half day on Fridays is available for employees who meet the monthly working hour requirement





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INTERVIEW PROCESS



INTERVIEW PROCESS

This serves only as a guide, as processes can differ based on the skills requirement, seniority and complexity of the role.



APPLICATION

The Talent Acquisition team will review all incoming applications. If successful, you should expect to hear from us within 72 business hours.

PHONE SCREENING

This is a general conversation with the Talent Acquisition about your background and skill set in relation to the role that you are applying for.

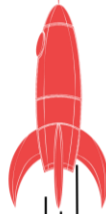


HIRING MANAGER INTERVIEW(S)

The hiring manager(s) will ask more about your capabilities and experience, and you'll have an opportunity to ask detailed role-specific questions. Please note that the number of interviews conducted at this stage varies from 3-4 rounds.

ASSESSMENT TEST

The test will assess your skill set in relation to the role and the grade and you'll have 7 days to complete it.



OFFER



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ENGAGEMENT



FOLLOW US ON SOCIALS!





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BEST OF LUCK!

