



“There’s no better feeling than being the first”

#MAKEHISTORY 

PRODUCT OPPORTUNITIES



PHILIP MORRIS
INTERNATIONAL



Welcome

“We haven’t just established a new product, we’ve established a new category”

At PMI, we’re on a journey of far-reaching innovation. And our product development and electronic engineering teams are leading the way. With our heat-not-burn products – launched in 2014 – we didn’t just establish a new product, we established an entirely new category.

Now the next stage of this evolution is upon us. The PMI R&D centres are the heart of innovation for electronic engineering and product development. This is an operation combining pace, change and stability all at once.

This is a unique place for entrepreneurial thinkers and doers, from the widest range of backgrounds, to make an unmatched impact on our business but, most of all, for the benefit of our consumers.



About PMI

“I know of no other global leader that’s completely self-disrupting”

At PMI, we are a bold organisation with one clear purpose: to deliver a smoke-free future where cigarettes are replaced with smoke-free alternatives for all adults who would otherwise continue to smoke. We are undergoing a seismic overhaul, self-disrupting and reinventing as we push to become an even more agile, consumer-centric business.

Passionate about doing the right thing for our consumers and wider society, we are at the forefront of developing world-leading smoke-free products which are a much better choice for adults than continuing to smoke. This revolutionary change will mean harnessing technological innovation like never before.

Right at the forefront of this mission are our teams of product developers and electronic engineers. Our product function can be found in more than 30 locations across the globe. As market leader, we have first-mover advantage, but there is still so much we want to achieve in what is a growing market. Delivering improvements in innovation, quality, speed and cost takes a culture of collaboration, imagination and curiosity. And we have all three in abundance.





Establishing a new segment

“We’re all innovators at PMI”

When we started our journey toward creating smoke-free products, some of our potential partners told us what we were proposing would never work. But that didn’t stop us.

Determination is just as important at PMI as innovation. We work in committed teams of scientists and engineers, as well as with a team of what we call strategic alliances who are building our external innovation ecosystem. They look at who we need to partner with, where do we go next, and on what topic.

Open-mindedness is a big thing for us. Not only being open to new technical innovations, but to other people’s ideas. You need to be collaborative and able to leverage the expertise of others to complement your own knowledge gaps. This is the key in terms of behavior here.

Technologically, our objectives are clear: creativity, relevance and speed. We need to get a compelling consumer product to market at the right cost, the right quality and the right speed.

Our spirit of collaboration brings us together. This is a matrix organisation not one of silos. We work cross-functionally across geographies, with people from so many different backgrounds, to attempt to create history.



You can thrive here

“We are highly agile, collaborative, open-minded, optimistic and relentlessly curious.”

Change is powerful, if you lean forward into it. At PMI, that is the central feature of everything. Our Product teams are all at the epicenter of this change in a business that is moving at astonishing speed.

We established the heated tobacco category. But we're not alone now, with competitors joining the market. This, of course, means we must continue to get better – today and in the future – in all aspects of what we do. But we also take the positive view: seeing competitors emerge is a good thing. It proves we made the right move and we're being successful.

To thrive in our team, you will need to be comfortable working in a project-based way. We look for highly agile professionals: project managers, electrical engineers,

product category managers, engineering operations professionals... and more. Walk around and you'll find so many languages are spoken. Everyone has a different background and nationality.

There is no one place where the perfect candidate will come from. It could be anything from pharma to automotive. What matters is mindset. Relentless curiosity, optimism, humility and collaborative instincts are all essential.



Working at PMI

“Success is impossible without multiple perspectives”

A smoke-free future is a truly ambitious goal. One that will be driven by experts in product development and electronic engineering.

Among these experts, it is our differences, much more than our similarities that will stimulate and generate innovation. For that reason, inclusion and diversity strategies are key for our transformation.

We must aspire to surround ourselves with a diverse team to access the breadth and depth of thinking and sensitivities necessary to succeed. Diversity is about race, ethnicity, religion, gender, gender identity, age, sexual orientation, physical ability, skills, ways of thinking and more. It is about everyone – valuing our differences – and sometimes looking past our differences to our common humanity. Because we are stronger together.

We need a workforce that is reflective of our consumers. Our consumers come from every corner of the world.

They have wide-ranging religious and sexual orientations. They are at various stages of life.. They choose to live their lives in different ways. And in order to truly understand what our customers want, our workforce must share the same thinking and sensitivities as the people who are using our products.

As such, our commitment to diversity and inclusion is something that we are proud to champion. Our goal of reaching 40% of women in management by 2022 became a reality in May 2022. We acknowledge that we still have a long way to go on our diversity, equity, and inclusion journey. With this in mind, our next gender representation target is to reach 35% of women in senior roles by 2025. We hold great pride in becoming the first multinational company to be globally EQUAL-SALARY certified, confirming we pay women and men equally for equal work everywhere we operate.

Our intention? Build a place where you can belong.

Where do you fit in “Join a place that never stands still”

What we can achieve today and tomorrow knows no bounds. We're a disruptive innovator (as of the end of 2019, we had 5,800 patents granted for smoke-free technologies), driven by a consumer-centric ethos and a commitment to keep creating.

Our ongoing success is reliant on the way in which we constantly strive for improvement and excellence.

Bring your most ambitious ideas to your role, and you will:

- Invest yourself personally in the PMI story and become infectiously enthusiastic about our journey. In return, you will enjoy the opportunity to pursue limitless career paths within the business, along with a competitive benefits package.

- Understand that your personal growth is a key component to support our transformation, and that you are accountable for that. In return, we will give you the support and equipment you need to explore the newest technologies and cutting-edge solutions.
- Be part of an inclusive and diverse workplace, creating a sense of community and inspiring others to follow.
- Bring the future into the now, making it clear, tangible and part of your day-to-day decisions and interactions. This is your chance to deliver a smoke-free future where cigarettes are replaced with smoke-free alternatives for all adults who would otherwise continue to smoke.



Next steps

If you want to do work that will make history, talk to PMI. On offer is the most interesting challenge of your career. Please visit www.pmi.com/careers/overview for more information.

To see our latest electronic engineering and product development opportunities, find out more [here](#).



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