

POSITION DESCRIPTION

 MAJOR, LINDSEY & AFRICA

MAJOR, LINDSEY & AFRICA | 521 FIFTH AVENUE, 5TH FLOOR, NEW YORK, NY 10175 | 212.421.1011

Bristol-Myers Squibb Company

345 Park Avenue
New York, NY 10154
www.bms.com
NYSE: BMY



Major, Lindsey & Africa (MLA) has been exclusively retained by Bristol-Myers Squibb to conduct a search for a Chief Compliance and Ethics Officer to be located near Princeton, NJ. Our client is an equal opportunity employer. Interested candidates should send a resume (in MS Word) to BMS-CCO@mflaglobal.com. Please do not contact the company directly; all resumes sent to the company will be routed to MLA for handling and will result in delay.

Chief Compliance and Ethics Officer

Overview:

The Chief Compliance and Ethics Officer will be responsible for establishing a culture of compliance across global operations, developing and implementing compliance policies, procedures and practices, including risk monitoring and mitigation activities, third-party due diligence assessments, and monitoring day-to-day compliance activities. This role reports to the General Counsel, with dotted reporting lines to the CEO and the Chair of the Audit Committee. The position will be a member of the CEO's Executive Leadership Team.

Company:

Bristol-Myers Squibb Company ("BMS") is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases. BMS offers products for a range of therapeutic classes, which include oncology, immunology, cardiovascular and fibrosis. The company has global research facilities and manufacturing plants, mainly in the US and Europe, and its products are marketed to health care practitioners, hospitals, and managed care providers in 100 countries. BMS' 2016 revenues were in excess of \$19B.

Compensation:

A highly competitive base salary and bonus, as well as equity.

Experience:

Undergraduate and J.D. degrees from well-respected universities, with 20+ years of experience, of which a minimum of 10+ years' legal or compliance experience in the life sciences sector or another highly regulated industry. Must be a seasoned attorney with significant experience of progressive legal or compliance management and leadership, as well as enterprise-wide perspective and expertise. Demonstrated understanding of the requirements and aspects of an effective compliance program.

Location:

Princeton, NJ area. This is a national search – the company will relocate the right candidate, if necessary.



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Company Overview

Bristol-Myers Squibb is a global biopharmaceutical company whose mission is to discover, develop and deliver innovative medicines that help patients prevail over serious diseases.

BMS is engaged in the discovery, development, licensing, manufacturing, marketing, distribution and sale of biopharmaceutical products. The company's pharmaceutical products include chemically synthesized drugs, or small molecules, and products produced from biological processes called biologics. Small molecule drugs are administered orally in the form of a pill or tablet. Biologics are administered to patients through injections or by infusion.

BMS offers products for a range of therapeutic classes, including oncology, immunology, cardiovascular and fibrosis.

BMS has global research facilities and manufacturing plants, mainly in the US and Europe, and its products are marketed to health care practitioners, hospitals, and managed care providers in 100 countries.

BMS is a differentiated company, led by its unique BioPharma strategy that leverages the reach and resources of a major pharma company paired with the entrepreneurial spirit and agility of a biotech firm. The company's 2016 revenues were in excess of \$19B.

For more information about the company, please visit <http://www.bms.com>.

Position Overview

BMS seeks to recruit a new Chief Compliance and Ethics Officer (“CCO”). The incumbent CCO is retiring on October 1, 2017.

This role reports to the General Counsel (Sandra Leung) with dotted reporting lines to the CEO (Giovanni Caforio) and the Chair of the Audit Committee of the Board of Directors (Alan J. Lacy). This position will be a member of the CEO's Executive Leadership Team.

The CCO will be responsible for:

- Establishing a culture of compliance across global operations, establishing effective monitoring of trends and risks at the local level and ensuring all company practices, processes and standards reflect the utmost level of integrity and business ethics.
- Developing and implementing compliance policies, procedures and practices, including risk monitoring and mitigation activities, third-party due diligence assessments, and monitoring day-to-day compliance activities.
- Reviewing and following up on results from compliance reviews and audits, including the identification of any potential violations of company policies and/or criminal, civil, or administrative laws.



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- Tracking and reporting on risk monitoring activities.
- Maintaining and monitoring an effective helpline and investigations database and ensuring that concerns reported to the company are investigated and resolved.

The CCO will directly manage a global team of talented professionals (including attorneys, compliance professionals and paralegals) organized into the following groups: (i) Third Party Due Diligence, (ii) Helpline & Investigations, (iii) Education & Communication, Procedural Documents, Ombudsman and (iv) Worldwide Compliance Committee & Monitoring.

Key Responsibilities

- *Risk Assessment & Mitigation:* Translate strong knowledge of global operations and risk management across a broad range of areas including leveraging data analytics (i.e., product safety; marketing, sales and promotion; contracts; payments & interactions with government officials) to identify trends and effectively establish and manage the execution of global and local processes, policies and programs (including internal investigations, training, due diligence, and policy development).
- *External Perspective & Global Business Acumen:* Provide strategic insight that anticipates and considers key trends in the global business environment. Demonstrate and apply strong understanding of the pharmaceutical business, including in depth knowledge of commercial operations, as well as basic accounting and incentives.
- *Judgment & Business Ethics:* Demonstrate and apply strong problem solving skills and impeccable business ethics. Adhere to an appropriate and effective set of core values and beliefs, and act in line with those values. Operate with independence, and possess the confidence and fortitude to take principled positions.
- *Impact & Influence:* Work effectively in a matrix environment that includes interactions with multiple stakeholder groups, including Research & Development, Manufacturing, and Commercial organizations. Communicate effectively at all levels of the organization, including senior management and the board of directors. Act as a credible, influential, and respected spokesperson for all compliance matters.
- *Talent and Organization Management:* Build and manage a competitively superior compliance organization by establishing high standards, objectively assessing current talent, attracting talent and selecting individuals in an unbiased manner who meet the standards established for the organization. Establish and implement development plans and serve as a role model in terms of coaching and providing development opportunities to members of the compliance team.



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Qualifications Overview

This position requires an exceptionally accomplished attorney and compliance professional with a distinguished professional record, exemplary leadership skills and a strong business orientation. In addition to possessing the requisite legal and technical skills, the successful candidate must approach this role from an experienced business perspective and demonstrate a high degree of leadership, ethics and integrity, as well as strategic/conceptual thinking capabilities.

Key Qualifications & Skills

- Undergraduate and J.D. degrees from well-respected universities, with 20+ years of experience, of which a minimum of 10+ years' legal or compliance experience in the life sciences sector or another highly regulated industry.
- Seasoned attorney with significant experience of progressive legal or compliance management and leadership, as well as enterprise-wide perspective and expertise.
- Demonstrated understanding of the requirements and aspects of an effective compliance program, with knowledge of laws and regulations pertaining to the global pharmaceutical industry, including an in depth knowledge of corporate integrity agreements.
- Strong understanding of risk assessment and mitigation within the context of pharmaceutical business operations.
- Successful track record of leading through influence and working across complex, global organizational matrices.
- Has built and is invested in developing a high performing and diverse leadership team with a broad focus on talent development and succession.
- Demonstrated strength in business and organizational acumen by using insights about the business environment to improve business outcomes.
- Broad experience in using external and internal professional networks in strategic activities to achieve better business outcomes.
- Demonstrated experience utilizing data and analytics to drive business decisions.

BRISTOL-MYERS SQUIBB IS AN EQUAL OPPORTUNITY EMPLOYER AND ENCOURAGES DIVERSE CANDIDATES TO APPLY.



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Process

Submit a resume in Microsoft Word format with a letter describing your interest and relevant skills via email to BMS-CCO@mlaglobal.com. Additional questions may be addressed to:

Dimitri Mastrocola

Partner

dmastrocola@mlaglobal.com

Deborah Thompson

Managing Director

dthompson@mlaglobal.com

No calls please. You may be required to complete additional documents to be considered for this position.