

**Make your mark.  
Improve lives.**

*Make your career at Roche*



# Make your mark. Improve lives.

*Roche makes life better. We forge new paths to make lasting improvements to people's health and quality of life. Innovation, curiosity and diversity are our key tools in pushing the boundaries of healthcare ever further.*

Roche has always seen itself as a pioneer at the forefront of medical development, often creating completely new markets. We have used unconventional methods to develop new technologies which are now essential in today's medical world. Our products and services are used to prevent, diagnose and treat serious illnesses. They save lives and help people throughout the world.

We employ 80,000 people in 150 countries across the globe, all with one common goal: to develop pioneering solutions to as yet unsolved medical problems. Working in such an environment is inspiring, challenging and motivating. With more than 12,000 employees, Roche in Germany is one of the leading country organisations within the Group, working at four different locations: Mannheim, Penzberg, Grenzach and Kulmbach.


Our culture of excellence is characterized by openness to unconventional ideas, mutual respect and interdisciplinary

collaboration. The breakthroughs we have regularly made in diagnosis and therapy are founded on teamwork and communication. This is why we give every single one of our employees the opportunity to nurture their unique strengths and to further themselves in accordance with their objectives and skills.

Our business model and market are constantly generating new job and career opportunities which offer you a broad variety of openings for development and change within our company, also in the international arena.

If you are looking to further yourself alongside motivated colleagues, Roche offers you the perfect conditions to do this. As a multinational company, we bring together people from all parts of the world. This cultural diversity in a working atmosphere founded on respect has made us a successful, forward-looking global player with whom you can realize your career plans.





*“In a company which works and expands  
in such a broad international field as Roche,  
there are always new challenges and oppor-  
tunities. I’m proud to work on innovations in  
healthcare as part of a global team.”*

*Michael V.*

Roche, Germany



# Determine your own path at Roche – the top employer.

*You can only perform pioneering work in an environment where you can give free rein to your talents and skills – and where the conditions are right for developing and realizing innovative ideas. Roche provides this environment.*

We offer you entry opportunities tailored to your individual situation; development opportunities which allow you to unfold your full potential; and benefits you don't find in every company. It's no wonder then that independent economic journalists and institutions repeatedly rate us as a particularly attractive employer.



Roche Pharma AG in Grenzach was chosen from among 85 reputable companies as best employer in the pharmaceutical sector by the magazine "Junge Karriere" and the Corporate Research Foundation in 2007. The factors that won us our top position included criteria such as entry and promotion opportunities, employee satisfaction, employer image, market position and overall remuneration.



Roche Diagnostics GmbH was awarded the "Fair Company" seal of quality by "Junge Karriere". The award is presented to companies which stand for exemplary ethics in the working world and which provide graduates with entry opportunities that fit their qualifications.

In the 2008 "Young Professional Survey" Roche Diagnostics in Germany took a respectable third place as the preferred employer among scientists after the Max Planck Society and the Fraunhofer-Gesell-



schaft. The study is carried out annually by Universum Communications in cooperation with "access", the careers portal.



Roche Diagnostics in Germany is also among the 100 preferred employers as selected by engineering and IT students. This was revealed by "trends", the leading European institute for

HR marketing, in its "Graduate Barometer" study – the largest and most comprehensive of its type, which surveys around 20,000 university and college graduates. Roche Diagnostics was therefore awarded the Top Employer seal.



TOTAL E-QUALITY Deutschland e.V. conferred us the rating "TOTAL E-QUALITY", as equal opportunities for men and women have been a staple part of our corporate culture for years and we support parents in resuming their careers after the birth of their children.

So if you're looking for an outstanding employer, come to Roche. We offer you an unbelievable range of challenging tasks in a company which is admired throughout the world and opens up excellent prospects for your future.

# We are the number one in every field we work in.

*Who doesn't wish for a healthy and untroubled life? Roche has made it a strategic corporate objective to further "personalized medicine".*

Personalized medicine uses new molecular discoveries in the pharmaceutical field and new molecular diagnostic tests to better gear therapy to specific patient groups and individual patients. This increases the effectiveness of therapy, the safety of patients and the efficiency of treatment.

At Roche Diagnostics, 23,000 employees are working on making this vision a reality in over 50 countries across the world. Support us in achieving this goal and make your mark with an innovative company that leads the way in medical progress.

Be it laboratory diagnostics or self-checks for patients, we work in an extraordinarily demanding and dynamic market which is full of challenges. With clear objectives, outstanding commitment in the field of research and development and strong customer orientation, we have constantly been setting new standards in this market for over 100 years.

Today we are the world leaders in diagnostics and many branches of therapy. There is barely a laboratory in the world which does not work with our products. Yet Roche Diagnostics is also a familiar name to doctors and clinicians, researchers, pharmacists and patients around the globe, as our activities range from the business-to-business field to products and services for the end user.

## **Three current examples of our pioneering developments:**

With **Accu-Chek Combo** we are the first to offer diabetes sufferers a system which enables two-way communication via Bluetooth between a blood glucose meter and insulin pump. The blood glucose meter interactively controls the insulin pump. The new system also helps patients to calculate their insulin dosage in order to reduce their blood glucose when levels are too high and after meals, and saves relevant diabetes data in the built-in electronic diary. Accu-Chek Combo offers diabetes sufferers diabetes management that fits in the palm of their hand.

The **LightCycler 480** system automatically performs and evaluates the polymerase chain reaction (PCR) at incredibly high throughput rates. It enables universities, hospitals and research institutes to replicate genetic material millions of times over within a short time. This speeds up molecular research considerably, allowing new therapies to be developed more quickly.

**cobas 6000** is a modular analysis system which automates routine laboratory tasks and considerably increases flexibility and safety, efficiency and cost-effectiveness in the laboratory. In just a very short time, cobas 6000 can analyse 150 parameters which map the progress of the illness and which can therefore be of use for diagnosis, therapy monitoring and – in some cases – risk prognosis and prevention.



*Roche Accu-Chek Combo for simple blood glucose management*



*The LightCycler 480 system for fast and reliable DNA analysis*



*cobas 6000 for automating routine laboratory tasks*



# One company. A thousand opportunities.

*A company as international and diverse as Roche Diagnostics offers you numerous opportunities to make your mark and realize your career goals. Real challenges await you with us – challenges which will test and encourage you in equal measure.*

## Make your mark as a scientist

Forging new paths, realizing innovative ideas, finding answers to the unsolved questions of our time and transforming findings into innovative products – these are the tasks to which Roche's scientists dedicate themselves in an environment which sets their creativity no bounds.

Turn visions into reality with us. Whether your field is biology, biochemistry, biotechnology, medicine, chemistry or pharmacy – we give you the opportunity to forge new paths. Use your skills to considerably improve people's quality of

life the world over. This is precisely what we are working towards in our research and development, manufacture and distribution of innovative, top quality medicines, pioneering diagnostic products and research reagents.


You decide on the focus of your work. From research, development and production to procurement, marketing and sales, we have plenty of exciting tasks for you, as well as development opportunities which depend solely on your skills and abilities.



*“I studied biology and then began working in research at Roche. Because I wanted to broaden my horizons and develop myself further, I later changed fields and am now Manager of Regulatory Affairs responsible for the approval of medicines for clinical trials. Working at the interface between research and development, manufacture and use of pioneering medicines is a challenging and varied job. Each new project throws up new challenges, as we are always working on new problems in interdisciplinary teams, both locally and globally. I find it extremely exciting transforming my own ideas into reality here and every contribution I make helps me grow that little bit more.”*

*Dr. Andrea Ivascu*



A close-up, high-angle portrait of a woman's face, focusing on her eyes and a slight smile. She has dark hair and is wearing a pearl earring. The background is a solid, light blue color.

*“Each new project throws up new challenges. I find it extremely exciting transforming my own ideas into reality here and every contribution I make helps me grow that little bit more.”*

*Audvea 1.*

Roche, Germany

## Make your mark as an engineer

Roche relies on innovations in all areas. As a company which focuses on technology and innovation, we offer engineers in particular a truly extraordinary array of exciting tasks. With us, you'll help to develop, produce and market innovations for healthcare, while also realizing your personal career goals.

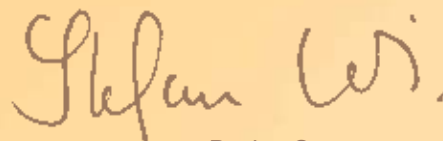
As an engineer specialized in biotechnology, chemistry, biology, process engineering or electrical engineering you will set your focuses in our Research and Development, Production or Support & Infrastructure departments. What makes your work so exciting is that it spans different disciplines and you work where you are able to employ all of your knowledge – at the interface between science and technology.

As an engineer specialized in mechanical engineering, process engineering or electrical engineering you will work on challenging technical solutions. Your collaboration is sought-after in many areas, such as work on new and existing research or production facilities, supply and waste management facilities, administrative buildings and in plant maintenance.

We are looking for engineers from all fields for the areas of Logistics, Marketing and Sales who want to help us set new standards and conquer the market.

Whether you are planning to start work directly after your studies or already have several years of professional experience, at Roche you will find real challenges and unique prospects.

*“As an engineer, what attracts me to Roche is the diversity of technical challenges and tasks. It’s also incredibly motivating to work for a company which leads the way in using the latest technologies and procedures.”*



Roche, Germany

*“I studied mechanical engineering before joining Roche in 1989. Today I’m in charge of a 200-strong team and am responsible for ensuring that our plant and building technology works reliably at all times. Together with my management team I coordinate more than 25 different occupational groups who maintain, optimize and modernize our technical infrastructure. As an engineer, what attracts me is the diversity of technical challenges and the freedom I have in implementing projects. It’s also incredibly motivating to work for a company which leads the way in using the latest technologies and procedures. Roche invests great amounts in ensuring that its locations remain competitive, which also enables the company itself to evolve dynamically in the process. This constantly presents new opportunities to take a completely new direction with one’s career.”*

*Stefan Wilbois*



## Make your mark as an economist

We have a shared vision – to improve people’s quality of life the world over. Yet we also want to grow successfully, open up new markets and ensure ourselves a leading role among healthcare companies. To achieve this, we need the help of qualified economists (university/college/university of applied science/university of cooperative education) with above-average specialist and social competence.

From financial management and controlling, through logistics, marketing and sales to human resources: prove your

strengths in developing and implementing innovative business concepts. Contribute your own ideas, expand the diversity at Roche and help determine the future strategies and successes of one of the world’s most innovative healthcare companies.

Whether you are coming to us fresh from your studies or already have previous experience and are looking to further your career, we offer you the freedom and encouragement you need to let your abilities unfold and attain your ambitious goals.

*“At Roche we work across many different fields.  
The lively exchange between different areas,  
generations and cultures expands our horizons  
and paves the way for innovation.”*

Beate Z.

Roche, Germany

*“After my business management studies focusing on logistics and industrial management, I opted to join the Management Start Up Program in the Global Logistics department at Roche. Under this program I am responsible for carrying out global logistics projects in Germany and abroad. This is a real challenge at Roche, where there are some one million orders per year from around the world and more than 4,700 shipments per day need to be managed. I work on exciting topics which require creative solutions, collaborating with colleagues from a broad range of departments. It is constantly brought home to me that it’s part of everyday life at Roche to exchange knowledge and experience between the different disciplines, business areas, generations and cultures. People treat each other with respect and there’s a real openness to new ideas. This expands our horizons and paves the way for innovations.”*

*Beate Zöbele*



## Make your mark as an IT specialist

The latest business applications and information systems are the backbone of a company like Roche, which lives off the knowledge, creativity and diverse ideas of employees throughout the world. As such, our IT specialists use their skills wherever pioneering solutions are required to support and permanently optimize our business processes. They help us to speed up research and development, realize new product ideas, work together as a seamless organisation across the globe and operate successfully in different markets.

Our IT Services and Business Applications department in Mannheim and Penzberg is where the channels for our data collection, networks, servers and operating systems come together. The department also sees itself as a business partner which recommends suitable IT


solutions to the specialist departments, plans and develops them, and ensures the necessary implementation. Its focus also lies on the permanent, long-term optimization and adaptation of our business processes, thus ensuring that we are able to offer a first class, all-round service. In order to support global networking, the department acts as the contact point for all operational problems encountered by our internal IT customers and locations in Europe, the Middle East, Africa and Latin America.

The lightning development of IT makes work in this department an exciting challenge which requires flexibility and team spirit, communication skills and constant further training. We offer you numerous interesting tasks with excellent professional prospects in this field.



*“I got to know various departments at Roche while I was still studying business information technology at the Mannheim University of Cooperative Education and was impressed by the international environment and the variety of challenges in the field of IT. Today I am a Customer Relationship Management Consultant responsible for consulting, implementation and support for our CRM software in Europe, the Middle East, Africa and Latin America. Along with the mutual respect and very open communication which are features of life in the company, what I particularly value about Roche is the freedom I have in my work and to develop myself. Our own ideas and suggestions for improvements are very welcome and we are often able to transform them into reality. If you perform well you can quickly get ahead and take on more and more responsibility.”*

*Claus-Peter Hahn*

A close-up, right-side profile portrait of a man with short brown hair and green eyes, wearing thin-rimmed glasses. He is looking slightly to the right with a neutral expression. The background is a solid, warm tan color. The lighting is soft, highlighting the texture of his skin and the details of his glasses.

*“What I particularly value about Roche is the freedom I have in my work. If you perform well you can quickly get ahead and take on more challenging projects and more responsibility.”*

*Claus-Peter H.*

Roche, Germany

# Start the right way. With a job tailored to suit you.

*Making the right start in a job is the best way to work your way up quickly. Your success in your future position is very important to us, which is why we offer you entry opportunities which are individually tailored to suit you, whether you are joining us as a student, taking your first steps in the world of work, or are already an experienced professional.*

Are you still studying? Then take a look at how things work in practice with an internship. Are you studying at a university or college near one of our locations? Experience working life in a healthcare company with our 'Integrated Internship Program' up until you complete your studies. Have you almost finished studying? Then make your mark with us with your bachelor, diploma or master thesis or doctorate.

Have you already finished your studies? Then show what you're capable of in responsible positions right from the outset. We guarantee those new to the world of work an entry level perfectly on par with their level of qualification. If getting started straight away is the right route for you, this means that you'll take on responsibility in your team and put your knowledge into practice in exciting projects right from the word go. Or opt for our Management Start Up Program for management trainees. Whatever you decide to do, you'll get

started with challenging tasks, a development program tailored to your position and the helpful support of friendly colleagues.

Joining Roche Diagnostics can be the start of an interesting career. Where and how far you go are dictated by your objectives, commitment and skills. It goes without saying that we provide you with individual support and encouragement.

If you want to make a change and really achieve something, then your future prospects with us are excellent. Take a look at the entry opportunities available to you at Roche Diagnostics right now and apply online at <http://careers.roche.com>.

#### **Entry opportunities**

- Integrated Internship Program
- Bachelor thesis/master thesis
- Diploma thesis/doctorate
- Management Start Up Program
- Direct entry
- Vocational training



# Fit for management – with the Management Start Up Program.

*You are a university or college graduate with above-average qualifications and have the potential for a management position. Now you're looking for the ideal stepping stone to launch your career. Start at Roche!*

The Management Start Up Program grooms you for a future management position and a successful career in our company. You can play an active role in shaping your development and make your mark right from the word go by taking on tasks and projects that enable you to prove your responsibility.

As a scientist, engineer or economist, the first thing to do is decide on one of our business areas – for example Marketing & Sales, Supply Chain Management/ Global Logistics or Support & Infrastructure. Here you will spend two years putting your talent to the test in various positions, and working independently on exciting, business-relevant problems and projects in your area. Part of the program is also to take on a project abroad and work on problems from other departments. Consistently expanding your specialist knowledge is just as important to us as broadening your horizons.

If, as a doctor of science, you are interested in cutting-edge topics, the Management Start Up Program enables you to spend three years working independently on a research project from start to finish. Accompanied by specific training courses

on business management and interesting job shadowing placements in other departments, you will have the opportunity to gain a deep insight into our business areas. Your further training will not only give you the chance to learn the theoretical side of intercultural communication, you'll also be able to exchange views and information directly on the job with other research units in Germany and abroad. Through your commitment and your ideas, you will be able to dictate the direction of your development.

Away from the office and back in the classroom, there are various training courses covering Project Management, Communication and Personality, as well as a planning game in which you and your colleagues from the Management Start Up Program found a company. You will find numerous opportunities to network in many different areas. Throughout the duration of the Management Start Up Program, an experienced manager will be right by your side to provide help and advice.



# We promote individual strengths through individual employee development.

*An innovation-orientated company like Roche lives off its employees' ideas and stimuli, ambition and knowledge, as well as their diversity and development capability. This is just one reason why we provide you with individual support in systematically furthering your personal and professional development right from the start.*

Roche stands for a culture of excellence in which you have the freedom to try out new approaches, make your own individual contribution with your visions and strengths, and determine your path yourself. We encourage you to work independently and give you the chance to prove yourself in challenging projects. Through special staff development programs, we support employees with talent and ambition in getting ahead fast and qualifying themselves for tasks with greater responsibility and scope for making decisions. This is because we are convinced that your development in turn helps us to grow.

A key element for your development and our joint success is our extensive further training program. In a large number of seminars, we will furnish you with specialist and methodical knowledge from a wide variety of areas and promote your personal and social competencies. The spectrum of topics ranges from working methods to communication and management, from business management to IT and science, from project management to quality management and language training. What's more, our management programs also encourage successful leadership. Several modules are dedicated to knowledge transfer and allow you to try out and apply what you have learnt. Our 'Open Program' also offers numerous courses which help you in your personal development. These include seminars on the subjects of Family and Work, Women in Management, Personal Development or Rhetoric.



Are you looking to reach the top fast? Do you feel that management tasks are your calling? Are you interested in proving your skills in a different country or making your mark in a new business area? At Roche you will discover an unbelievable array of opportunities to realize your full potential.



# Roche delivers. As an employer, too.

*We expect a lot from our employees, but we also have a lot to offer them. With an extensive range of attractive benefits, we ensure that your commitment is repaid.*

Performance that stands out from the crowd is rewarded at Roche Diagnostics, starting with your salary. With an extra month's salary, an attractive cooperation bonus and annual gratuity, performance-related bonuses and holiday allowance, it can add up to well above the average. Other financial benefits include our company pension, the pension fund for the chemical industry and low-interest mortgage loans. In addition, our Roche Connect program allows you to purchase Roche non-voting securities at particularly attractive conditions and thus participate in the company's success.

30 days' annual holiday give you plenty of time to pursue your private interests and allow you to restore your strength and creativity for your professional challenges at work.

At Roche Diagnostics there's no need to decide between raising a family and pursuing your career, as you can realize both your professional and private potential. This is ensured by flexible working models, a family service and a wide range of child-

care facilities. For instance, we provide emergency and short-notice childcare, as well as a sports and circus camp offering all-day childcare during school holidays. We offer places in our "Krabbelkäfer" and "Spatzennest" crèches at our Mannheim and Penzberg locations.

To keep you in tip-top condition, we founded the Roche Aktiv-Center in Mannheim: an in-house health centre. Here we organize things such as a back exercise program for the prevention and treatment of back pain. The program is based on medical analyses and follows the FPZ concept (Research and Prevention Centre Program), which is seen as setting the standard in the arenas of science, medicine and economy. Spinning, yoga courses and other offerings complete the healthcare program.

These employer services are just a few examples of many. From numerous company sports groups in many different disciplines to the subsidized canteen and working hours performed on a trust basis, Roche Diagnostics has much more to offer.

# Our Roche Diagnostics locations:

*People who want to make their mark need an environment in which they can give free rein to their creativity, develop successfully and achieve extraordinary things. It's no coincidence then that two of our most important sites worldwide are located in award-winning biotech regions in Germany. These provide first-class conditions for our work.*

## **Mannheim**

With more than 7,000 employees, Mannheim is Roche's second largest site worldwide. In the last ten years we have invested € 1 billion here and created around 1,100 new jobs. The location is the hub for large parts of the diagnostics business and the production site for important pharmaceutical materials. In the Roche Group network, Mannheim is also a leading location for therapeutic products and produces sterile medicines in its capacity as a global centre of excellence. The plant also has an ultra-modern logistics centre which acts as an international trans-shipment centre for diagnostics. From here, some 3,000 products for clinical laboratories are delivered to Roche branches in 140 countries and customers across Europe, as well as to scientists, doctors and patients.

When it comes to quality of life, Mannheim also has a lot to offer. Together with Heidelberg and Ludwigshafen, the city forms the heart of the Rhine-Neckar metropolitan region, located between the Palatinate Forest and the Odenwald Forest. The region is home to around 2.4 million people and offers everything from nature to nightlife, sport to shopping and art to culture.

## **Research and development**

Monitoring systems which enable diabetes sufferers and patients on anticoagulant medication to manage their medication themselves.

## **Diagnostics production**

Quick tests, devices, test strips and reagents for all diagnostic product lines.

## **Production of pharmaceutical agents**

Chemical manufacture of active therapeutic substances, for example for the treatment of cardiovascular diseases, cardiac insufficiency and cancer.

## **Centre of excellence for parenteral agents**

Production, packaging, storage and shipment of sterile substances of a primarily biotechnological nature, including erythropoietin (EPO) for the treatment of anaemia in cases of chronic kidney failure and cancer, as well as other medications for treating AIDS, cancer and osteoporosis.





## **Penzberg**

With around 4,500 employees, the Penzberg plant is one of the largest biotech centres in Europe and forms the largest global biotechnological research, development and production centre in the Roche Group anywhere in the world. Penzberg is the only Roche location worldwide at which research, development and production are undertaken for both the Diagnostics and Pharmaceuticals divisions. The intensive interlinking of the two business areas creates many different synergies which we use to offer medical solutions individually tailored to the individual patients. As a production site, Penzberg makes an important contribution to therapy for illnesses such as cancer or anaemia. In the last five years, we have created around 1,000 new jobs in Penzberg. In 2007 alone, our investments totalled around € 209 million. We will continue to expand the plant in future, focusing on biotechnology.

Penzberg also has a lot to offer outside work. The town is halfway between the Alps and Munich, close to Lake Starnberg, and is therefore the perfect base for family life and leisure activities. If it's the culture and nightlife of a pulsating metropolis that you're after, then Munich is just

30 minutes away. Nature, meanwhile, is right on your doorstep and offers you the high quality of life of a popular holiday region.

### **Diagnostics research and development**

Reagents and systems for clinical chemistry, immunology, coagulation and infection diagnostics. Reagents and systems for medical diagnostic research.

### **Pharmaceuticals research and development**

Centre of excellence for therapeutically active proteins.

### **Diagnostics and pharmaceuticals production**

Biotechnologically manufactured ingredients for diagnostic products and active pharmaceutical ingredients.

# Make your mark by applying to Roche.

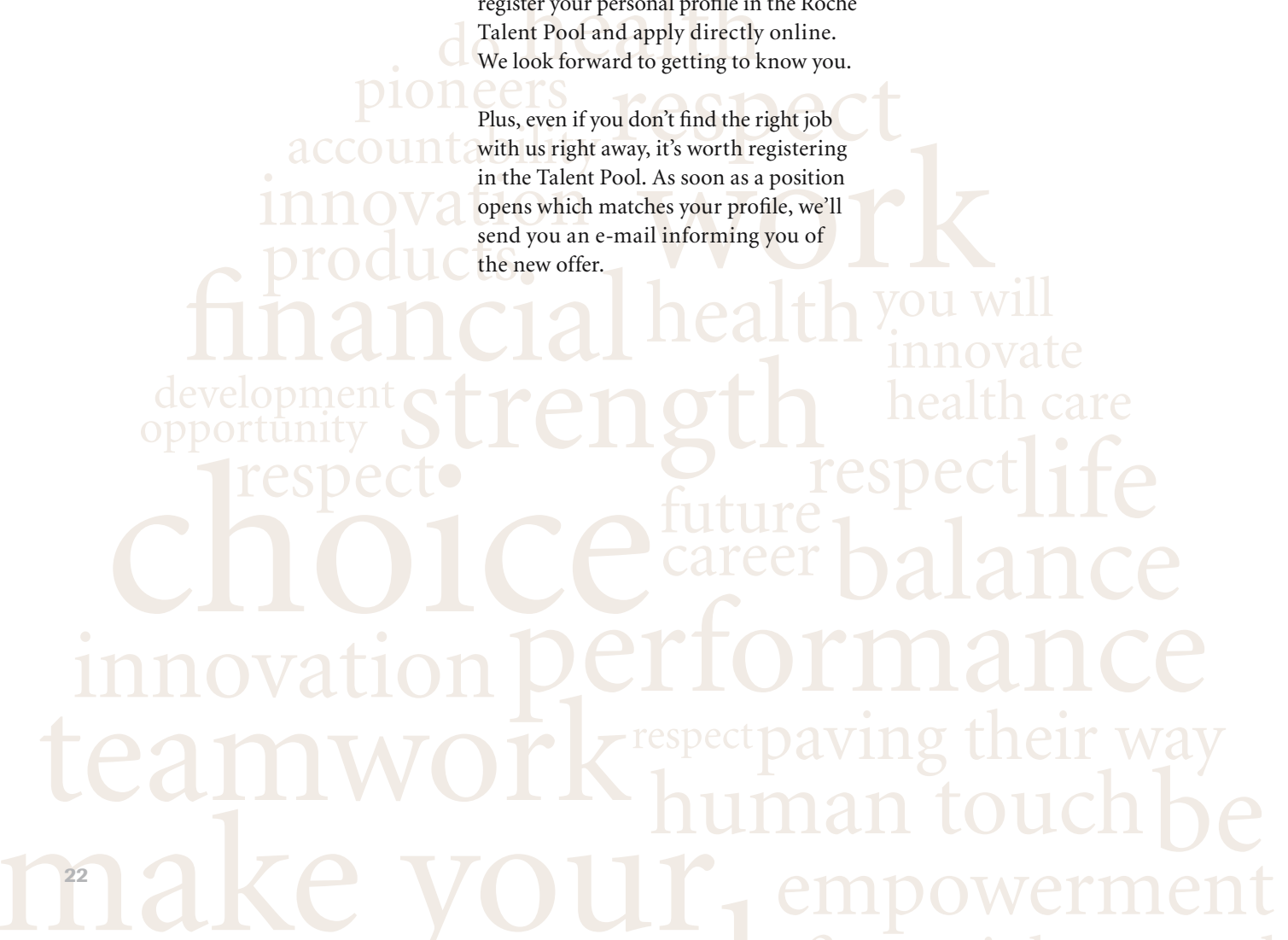
*If you like what you've read about our philosophy and corporate culture, the professional challenges, development opportunities and services we can offer you, then it's your turn to impress us with your qualifications and personality.*


Apply to Roche for the chance to use your ideas and skills to make your mark in the healthcare market and realize your personal goals in your career and private life.

Visit <http://careers.roche.com> to view all the jobs currently on offer at Roche, register your personal profile in the Roche Talent Pool and apply directly online. We look forward to getting to know you.

Plus, even if you don't find the right job with us right away, it's worth registering in the Talent Pool. As soon as a position opens which matches your profile, we'll send you an e-mail informing you of the new offer.

If you want to meet us in person before you apply, we'll be happy to oblige. Visit <http://careers.roche.com/messen-und-events> to find out when and where we are planning trade fair appearances and events.



A close-up, high-angle portrait of a man with short brown hair and blue eyes, wearing thin-rimmed glasses. He is smiling, showing his teeth. The background is a solid, warm reddish-orange color. The lighting is soft, highlighting the contours of his face.

*“Roche offers me the chance to  
take on exciting tasks and gather  
valuable experience in different  
areas right from the start.  
This gives me the motivation  
I need to further myself.”*

*Henning M.*

Roche, Germany

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