

**HIPRA**

# **Graduate** Program ●

●  
12 month, 1 great  
opportunity to take off



# Graduate Program ●

HIPRA's Graduate Program is a **professional development program** designed for **recent graduates** who want to begin their careers by contributing to projects that make a real difference in global health.

HIPRA is a **biotechnology company with international impact**, specialized in the research, development, and manufacturing of solutions to improve global health.

Scientific innovation, a commitment to quality, and the development of people are part of our DNA. At HIPRA, we believe that **talent is key to building the future**, which is why we invest in programs that enable people to grow, learn, and create real impact from day one.

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What is the Graduate Program and what does it offer you?



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Professional career paths



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Application process



# What is the Graduate Program and what does it offer you?



The HIPRA Graduate Program is a 12-month experience designed for individuals who want to start their professional journey in an innovative biotechnology company with international reach and a strong commitment to young talent.

During these 12 months, you will be part of HIPRA as an active member of the teams, participate in real projects, and gain exposure to different areas of the company, developing the key skills needed to build a solid professional career.



## **Initial onboarding**

A welcoming phase to get to know HIPRA, its culture, corporate values, teams and the overall functioning of the organization.



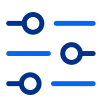
## **Real professional experience**

You will be part of HIPRA teams from day one, participating in real projects and assuming progressive responsibilities.



## **Rotations in different areas**

You will get to know different areas of the company to obtain a cross-sectional view and understand all the professional opportunities for your profile.



## **Personalized professional itinerary**

Your journey will be adapted to your training, interests and potential, also considering the needs of the organization.



## **Continuous support**

You will have the support of a buddy, a reference person who will accompany you, give you feedback and help you grow throughout the program.



## **Learning and development**

You will develop key skills by gaining autonomy and decision-making capacity in a collaborative environment that poses new challenges and encourages constant improvement.



# Professional career paths



The HIPRA Graduate Program offers 9 professional career paths, designed to adapt to different academic backgrounds and interests.

At HIPRA, we believe that one person can have multiple paths. That's why the program will allow you to explore different areas, discover new opportunities, and define your future with insight and experience.

## Animal Health

This track is aimed at people with an interest in animal health, allowing them to participate in areas that combine **research and development, regulatory affairs and quality**, providing a complete view of the innovation process in animal health.

## Human Health

This track is aimed at people interested in developing solutions in human health, integrating areas such as **research and development, regulatory affairs and quality** within projects linked to innovation in this sector.

## Data and Analytics

This track is aimed at profiles interested in data analysis, business intelligence and digital environments. It allows you to learn about the areas of **IT, HIPRA Stats and BX Steering & Insights**.

## Digital Health

This track is aimed at people interested in the intersection between **health, technology and digital innovation**. This itinerary allows you to participate in Digital Health initiatives and understand how technology drives new health solutions.



# Professional career paths



## Manufacturing

This track offers direct experience in **the functioning of industrial operations and production processes of biologicals**, from the initial phases to industrial scaling.

## Veterinary

This track is aimed at profiles with veterinary training and allows you to learn about different areas of animal health, including **preclinical and clinical research** with an approach to **business, marketing and commercial activity in Spain**, combining technical knowledge and market vision.

## Human Health Development & Strategy

This track is aimed at people interested in the business side of human health, offering a market-oriented vision of the development and positioning of health solutions through areas such as **Vaccines, HIPRA Biotech Services and GoodGut**.

## Corporate Area

This track offers a cross-sectional view of the company's corporate functions, allowing you to learn about areas such as **finance, people and purchasing management**, and how these contribute to the operation and overall development of the organization.

## Engineering & Technical Services

This track is aimed at engineering profiles and allows you to learn about technical and industrial environments by discovering areas such as **engineering and maintenance and operational technologies**, participating in projects linked to the operation and optimization of processes and systems.



# What are we looking for in you?



We are looking for people with talent, curiosity and a desire to start their professional career. Specifically, the Graduate Program is designed for:

- **People who have recently graduated** or are about to finish their university studies, up to 3 years later.
- **Profiles with scientific, technical or related training**, especially in areas such as **Biotechnology, Pharmacy, Veterinary Medicine, Engineering, Biomedical Sciences, Business Administration and Management** and related disciplines.
- **People with curiosity and a desire to learn**, who want to know different areas of the company and discover all the professional opportunities for their profile.
- **Talent with a proactive attitude**, ability to work in a team and a willingness to get involved in real projects from day one.
- People with a good level of **communication and teamwork**.
- **Young professionals with a vision for the future** who are looking to grow within a leading biotechnology company in the field of health and build a professional career.



• **Clàudia Curquejo** · Graduate Associate

“I could describe the Graduate Program in many ways and they would all be positive.”

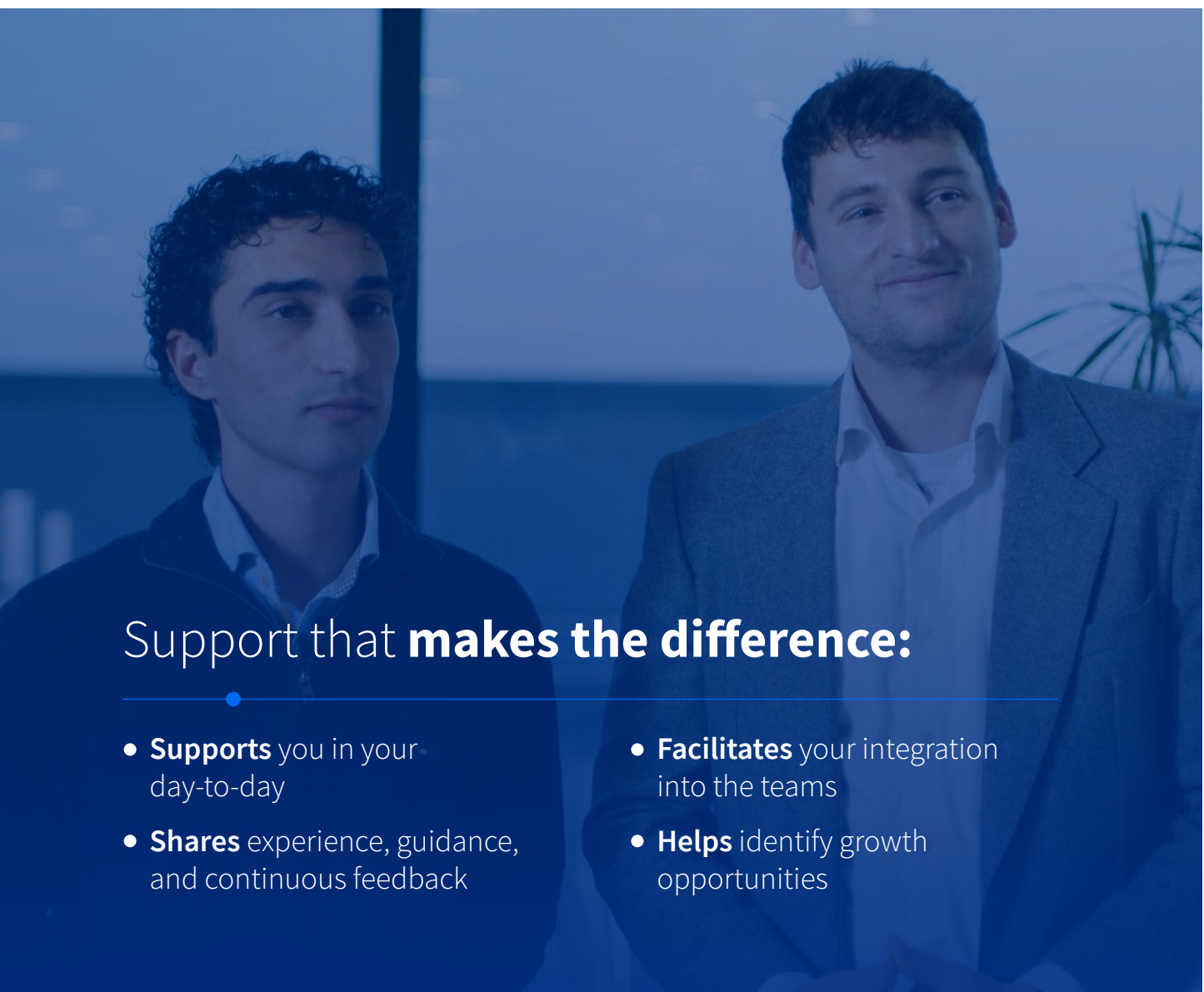


# The best support: The buddy role



Starting a new professional journey involves decisions, challenges, and many learning experiences. That's why, in HIPRA's Graduate Program, you won't walk alone.

Each Graduate Associate is assigned a **buddy**, a reference person within HIPRA who will support you throughout the entire program and become a key point of guidance from day one. Someone approachable, experienced, who will help you understand the company from the inside and gain confidence every step of the way.



## Support that **makes the difference:**

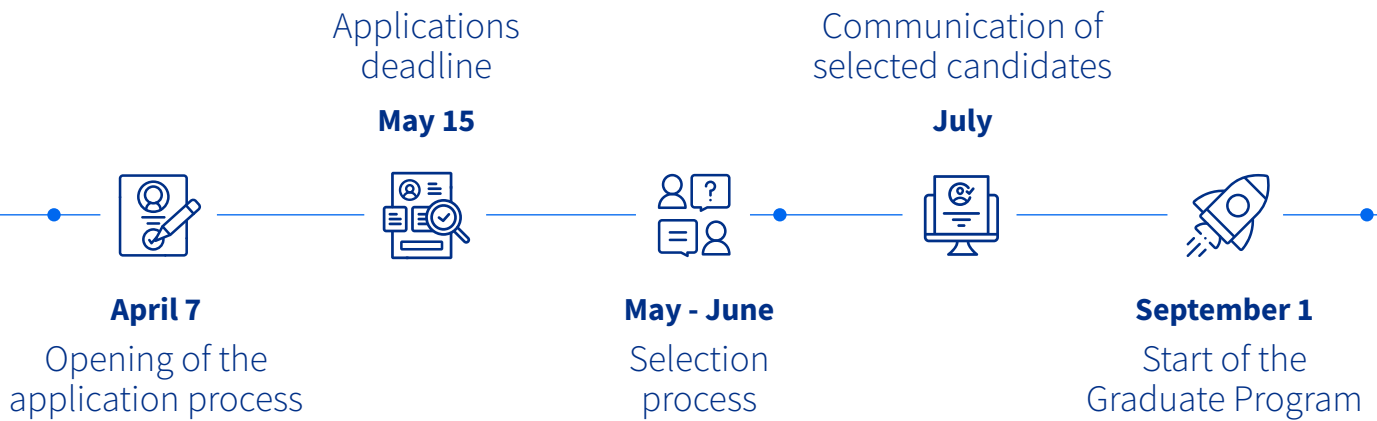
- **Supports** you in your day-to-day
- **Shares** experience, guidance, and continuous feedback
- **Facilitates** your integration into the teams
- **Helps** identify growth opportunities



# Application process



We are looking for talented, curious individuals who are eager to start their professional career. Specifically, the Graduate Program is designed for:



YOUR PROFESSIONAL FUTURE STARTS HERE

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