

The background is a solid blue color with a faint, out-of-focus image of a person in a lab coat. Overlaid on this are several white dotted line graphics: a microscope in the top left, a lightbulb in the top center, a map of Ireland in the bottom left, and a globe in the bottom right. A continuous dotted line weaves through these elements.

**Boston
Scientific**
Advancing science for life™

TRANSFORMING LIVES

www.bostonscientific.com/clonmel



WELCOME

A culture of continuous improvement, innovation and knowledge driven product development defines Boston Scientific, Clonmel. We know that even our smallest improvements make a big difference to somebody's life.

Every employee has a role to play. Everyone makes an impact.

The Clonmel team manufactures over 250,000 devices annually that transform people's lives. Through our R&D initiatives we continue to work with colleagues from around the globe in the creation of our next generation of superior treatments.

Making the impossible possible for millions of people around the world is no ordinary achievement. That's why we are looking for extraordinary people.

Conor Russell,
VP Operations

FIND US ON:



bostonscientific.com/clonmel

Our webpage provides an overview of activities and opportunities in Clonmel.



[Linkedin.com/bostonscientific](https://www.linkedin.com/company/bostonscientific)

Learn more about our culture and activities from around the world.



[@bostonscientific](https://twitter.com/bostonscientific)

Join the conversation with tweets provided by Boston Scientific's Corporate Communications team.



[youtube.com/bostonscientific](https://www.youtube.com/bostonscientific)

Learn more about our state-of-the-art medical devices.

MAKING A WORLD OF DIFFERENCE



Boston Scientific Clonmel is at the forefront of some of the industry's most complex medical devices. The pacemakers, defibrillators, spinal cord stimulators and deep brain stimulators, that are designed, developed and manufactured in Clonmel, help treat the world's major health issues.

- **50% of Europeans will suffer some form of heart condition.**
- **The single biggest cause of adult disability is chronic pain and affects one third of the US population.**
- **1% of Americans will develop Parkinson's Disease.**



We work at the cutting edge of technology to make a world of difference in patients' lives, pushing the boundaries of today's innovations that lead to tomorrow's medical solutions.

Today our implantable CRM (Cardiovascular Rhythm Management) devices minimise sudden cardiac death. Tomorrow we will offer more patients a way to protect their heart without touching it.



Today our Neuromodulation devices relieve the symptoms for those who suffer from chronic pain. We also treat people with Parkinson's Disease, Dystonia and Essential Tremors. Tomorrow's technology will offer relief to patients with neurological movement disorders.

Our dedication to advancing science for life helps patients around the globe live longer, healthier lives.



This prospectus gives you an overview of the many different career paths open to you at Boston Scientific, Clonmel. **We hope you enjoy the read!**

Our Metal Additive Manufacturing department manufactures new components using state-of-the-art **3-D** metal printing technology



We are the home to Boston Scientific's **European Capital Equipment Repair Centre**, which specifically caters to European customers

Our Pacemakers and Defibrillators are designed to be the world's longest lasting – with nearly double the battery capacity of other available models



Our **Vercise™ DBS System*** delivers deep brain stimulation to reduce the severity of symptoms caused by Parkinson's disease, Dystonia and Essential Tremor



5,000

individual tests are completed on each device prior to shipping



WE OFFER THE WORLD'S FIRST AND ONLY NEUROMODULATION SYSTEMS WITH A CORDLESS REMOTE AND CHARGER

Our S-ICD™ System is the world's first and only subcutaneous implantable defibrillator that provides protection from sudden cardiac arrest (SCA) while leaving the heart and vasculature untouched



EVERYONE MAKES AN IMPACT

EVERYONE MAKES AN IMPACT DAY

'Everyone Makes an Impact' (EMAI) is an event held by all Boston Scientific sites around the world. A select group of physicians and patients visit the site to meet the teams that developed and manufactured their devices.

Meeting patients and their families whose lives we have transformed is very powerful. Our guests get to see first-hand how their devices are created and our team is on hand to answer any questions that they have.

It's a brilliant opportunity to recognise and celebrate the impact that the entire team has on the quality of patient care and all things Boston Scientific.

EMAI CUP

Clonmel puts a unique spin on harnessing ideas and engaging employees through our annual EMAI Cup award.

The EMAI Cup takes place once a year. The competition allows employees to showcase what they do every day. Participants set up booths and highlight their skills using interactive games, competitions and challenges. Winners are selected by a popular vote of their colleagues and the team is awarded the EMAI Cup (and 12 months bragging rights!) at our annual EMAI Day.

Boston Scientific employs 900 people in Clonmel. The site opened in 1999.



Guests receive a site tour during EMAI Day.



The EMAI Cup competition was established in Clonmel in 2011.

DIVERSITY & INCLUSION

WOMEN’S NETWORK

Boston Scientific Clonmel values each and every employee by leveraging diversity and inclusion in the workforce, workplace and marketplace.

The vision for Boston Scientific Clonmel’s Women’s Network is to ‘promote diversity at all levels within Boston Scientific Clonmel, by creating a culture that empowers women to reach their maximum potential.’ We know that everybody has a role to play in promoting this culture and if men want to jump on board they are more than welcome!



We do this through **E.M.P.O.W.E.R.**

E	Events to support women’s development
M	Mentoring and diversity programmes for all
P	Pipeline of female talent identified and supported in their progression
O	Optimise business performance by increasing diversity at all levels
W	Women proportionally represented throughout the organisation
E	Equal opportunity and compensation for women
R	Retention of female talent

SPORTS & SOCIAL

We all know what all work and no play can do to a person! Our active Sports & Social club organises, facilitates and financially supports a number of events and activities. From discounted cinema tickets to golf competitions, the Boston Scientific Clonmel Sports & Social Club has something for everybody.



CYCLING CLUB

Clonmel is cycling country and our club takes full advantage of the rolling hills and scenic country side with regular post work spins. The club caters for cyclists of all abilities.

All members can avail of our club gear at a discounted price, bike fitting sessions on site and we also organise a Bike to Work scheme.



The Boston Scientific Gym is open to all employees.

OUR GYM

THE Boston Scientific Gym is 1,850ft² of treadmills, exercise bikes, cross trainers, steppers, rowing machines and free weights. It is open to all employees and accessible 24/7.

A full suite of spinning bikes accommodates regular spinning classes. Other classes include Boxercise and Circuits. For extra motivation Richie Kennedy, personal trainer and self-proclaimed ‘Fitness Freak’, runs five circuit classes per week.

Cycling Club members with Irish cycling legend Sean Kelly.

HARNESSING OUR VALUES

PASSION & TALENT

At Boston Scientific Clonmel our people are at the heart of everything we do.

Our team is made up of passionate and talented people that are driven to transform the lives of millions of people every day. Transforming lives around the world takes a smart, talented team of people who collaborate together in unison.

We look for people whose values include a desire to not only help transform patient lives but to also better themselves and their colleagues. We call this attitude **Winning Spirit** and it is one of our core values.

Winning Spirit combines purpose and passion. It's our passion that fuels our desire to make a difference and it's our extraordinary sense of purpose that drives us to innovate, create and collaborate.

OUR CORE VALUES PROVIDE US A STRONG FOUNDATION AND AN INTERNAL COMPASS OF WHAT WE BELIEVE IN

- Caring
- Meaningful Innovation
- High Performance
- Global Collaboration
- Diversity
- Winning Spirit



ANNA PASCHERO

PROCESS DEVELOPMENT ENGINEER

My role bridges Product Development and Sales. I work with my colleagues in Design, Quality and Manufacturing on the validation of new devices and I am also a member of the Clonmel Technology Education team. This dual role has allowed me to increase my knowledge of process validation and learn more about our product portfolio.

One of the perks of my job is that I can highlight this by organising site visits for customers. It's great to bring Physicians from hospitals and health clinics around the world to Clonmel. Not only do visitors get to see our manufacturing process first-hand but they also get an insight into the pride, passion and skill of the Clonmel team.

This openness and transparency has really strengthened our relationships with our customers from around the world.

We have
23,000 people
based in **100 countries**



"Not only do visitors get to see our manufacturing process first-hand but they also get an insight into the pride, passion and skill of the Clonmel team."



TOMMY HANRAHAN

MANUFACTURING ASSOCIATE

Every year, we host guests from around the world that have received a device developed and manufactured in BSC, Clonmel. The day is called "Everyone Makes an Impact".

Nothing is more satisfying than seeing the effect that our dedication to quality makes to the lives of so many. This fun celebration highlights how our endeavours help make patients people.

The day is organised by a team of employee volunteers. For past events I have played the role of escort. My duties are host, tour-guide, point-of-information, companion and friend for our visitors and their families during their stay!

I still receive postcards, letters and e-mails from the visiting families whose trip to speak about their experience turned into cherished holidays!

A few year's ago I went hiking with a German woman whose life had been saved 151 times by one of our implantable defibrillators. On reaching the mountain peak and looking across the countryside she exclaimed - "This is what I always dreamed Ireland would look like!" A device that I help to make allowed her to have this and so many more memories and experiences.

This is something that fills me with great pride.

Boston Scientific
was established in



"Last year I went hiking with a German woman whose life had been saved 151 times by one of our implantable defibrillators."



ORLA COADY

GLOBAL SUPPLY CHAIN PLANNING DIRECTOR

Working in Boston Scientific Clonmel has given me the opportunity to live in my home town, raise my family and still lead a global Supply Chain Planning team that has members in Ireland, Costa Rica and the United States.

The team dynamic, and the sharing of ideas with colleagues from around the world, is invaluable. I feel that I am constantly learning. From my first day with the company I have always been encouraged to stretch myself, improve my knowledge and develop new skills. Boston Scientific is a very supportive organisation and the culture stimulates, motivates and inspires.

I have learned so much from my colleagues over the years that I am always conscious to lead by example and give something back.

I co-lead Boston Scientific's Global Operations' 'Diversity & Inclusion' initiative. We know that a truly inclusive work environment - one with a richness of backgrounds and perspectives - is a better, more rewarding place to work.

I have a specific focus in creating and promoting a 'Work Life Integration Strategy' for our Global Operations team. We want everybody in Boston Scientific to work with purpose and passion, to optimise their career and get to where they want to go while still being accommodating of their lives outside of Boston Scientific.

I am very proud to play my part.

"I have learned so much from my colleagues over the years that I am always conscious to lead by example and give something back."



JAMES ENGLISH

SENIOR R&D ENGINEER

Boston Scientific's strongest attribute is our employees' drive, commitment and innovation. We are constantly pushing the boundaries of today's innovations knowing that this will lead to tomorrow's medical solutions. Our products are engineered to deliver effective results in ways that were never imagined before.

I am currently working in our Metal Additive Manufacturing department. We develop new components using 3-D metal printing technology. Our Metal Additive machines can produce complex components and parts that traditional machining processes are not capable of.

My team is a partner for growth for other Boston Scientific sites around the world. We can rapidly create and test prototype components. This reduces the time from product concept to regulatory approval. The level of support and knowledge that the team provides is growing as we continue to engage with divisions across the globe to help colleagues achieve success.

We have a very creative culture in Clonmel. We don't consider any challenge to be insurmountable. Working in this environment, helping to deliver new and better solutions and knowing that I am making a difference is a great feeling.



Every **1.5 seconds** one of the **22 million** devices developed, designed and manufactured by Boston Scientific is used in a life transforming procedure somewhere in the world.



"We develop new components using 3-D metal printing technology."

58,000
patients treated with a
Boston Scientific product each day

KIERAN HAYES

ELECTRICAL TEST ENGINEERING MANAGER

Boston Scientific manufactures some of the industry's most complex medical solutions. Our implantable devices combine innovative mechanical and electrical technology with cutting edge software algorithms.

Digital trends in the smartphone era have made us all accustomed to accessing tailored information whenever we wish. We have become far more connected. Now we are seeing the same trends in the way we practice medicine.

Our devices provide real time data to physicians for a range of parameters such as physical activity, breathing and heart rate. The individualised data enables physicians to better understand, diagnose and treat patients in a more effectively and efficiently.

Smart, connected medical devices that generate patient data and provide better information to both patients and healthcare providers are becoming more prevalent as the industry advances. Patients are better educated about their own health and both physicians and healthcare providers are under increasing pressure to treat patients more effectively and for less cost. Making a diagnosis that is individualised is a better solution for everybody involved.

The electronic circuitry and software systems involved in our devices are state-of-the-art. This is what I love about what we do here in Clonmel. Being part of the technical team involved in the design and manufacture of these complex devices is very exciting.



"Our implantable devices combine innovative mechanical and electrical technology with cutting edge software algorithms."

ANNE MARIE BATES

PRODUCTION TRAINER

Central to Boston Scientific's culture of continuous improvement is our focus on training, learning and development. From partnering with universities to in-house programmes we provide all employees with the opportunity to improve skills and develop professionally.

I am a member of the site's Manufacturing Training team. We work with our production co-workers to identify training needs and cross-training and versatility opportunities. We are always finding more efficient ways of working and training is key to our success.

I am also involved in the first day orientation of new hires. It's great to be able to meet and greet new colleagues. I bring everybody on a site tour, introduce them to their respective teams and inform them on how they can join our various Employee Resource Groups. We have a large, bustling site so there is a lot to take in, however this is just one day of our ninety day on-boarding programme.

The inclusive culture, the on-job-training and our focus on the future makes Boston Scientific Clonmel an exciting and dynamic place to work.

"The inclusive culture, the on-job-training and our focus on the future makes Boston Scientific Clonmel an exciting and dynamic place to work."




MARCK MCLOUGHLIN

PRODUCT BUILDER

I work in our Cardiac Rhythm Management division (CRM), where my team develops and manufactures our life-transforming pacemakers and defibrillators. We take a collective approach to improvement and everybody focuses on finding ways to be more efficient and ingenious. In addition to manufacturing devices, I work on projects that improve the methods and tools used in our CRM line.

I am also one of the Boston Scientific Clonmel's designated Safety Advocates. I act as a point-of-contact for feedback relating to the safety, health and welfare of my colleagues in my area. Safety is everybody's responsibility on site and we take proactive, preventative measures to negate any potential issues. The promotion of safety, and the wellbeing of everybody on site, is paramount and I enjoy engaging with colleagues and helping to roll out new ideas and actions based on their feedback.

The 'can-do' attitude of my colleagues means that there is a great spirit and camaraderie on site. Working with people from different countries, cultures and backgrounds means that I am always learning something new and developing new skills.



"The 'can-do' attitude of my colleagues means that there is a great spirit and camaraderie on site."

TRANSFORMING OUR COMMUNITY

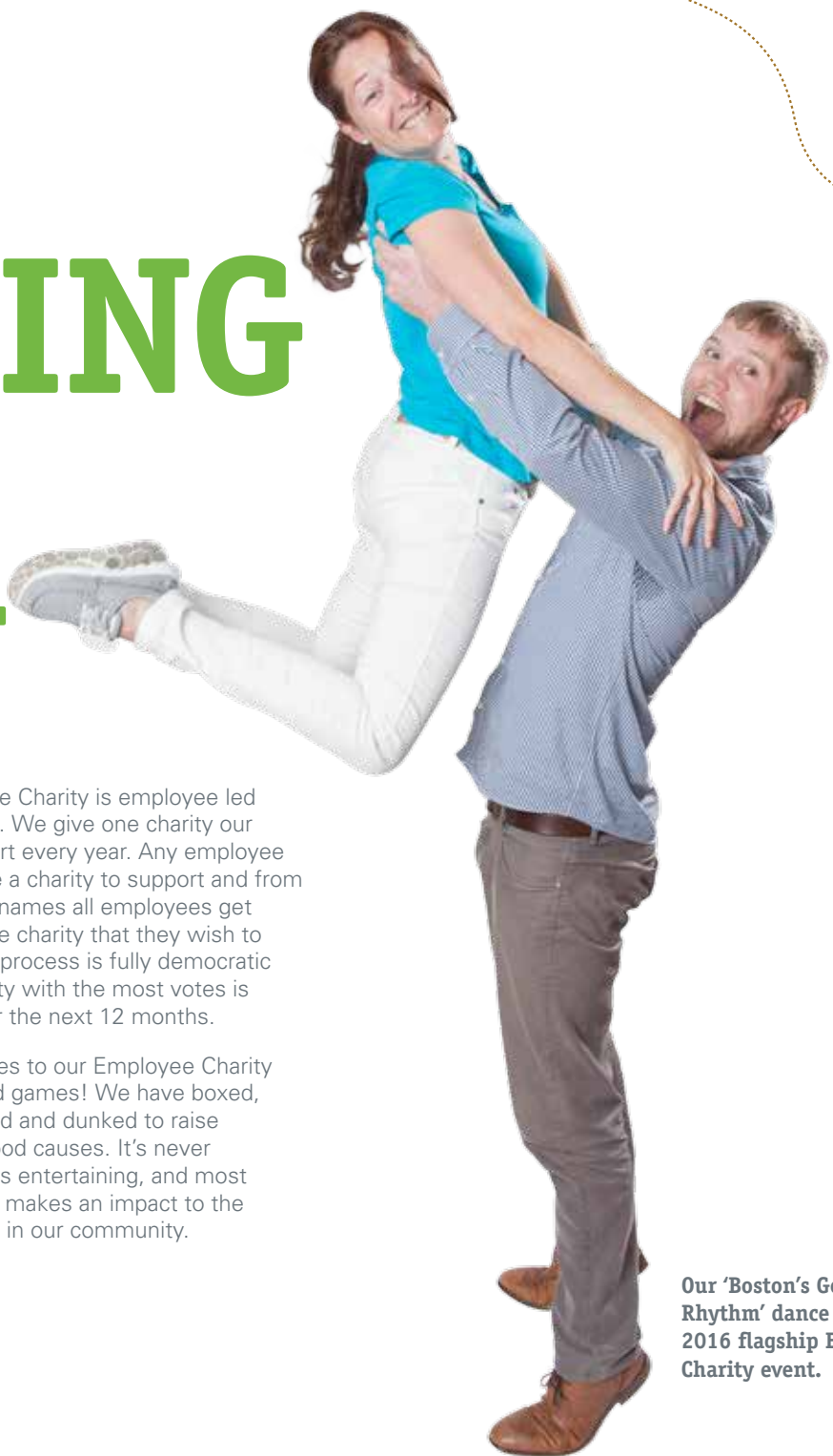
Our devices transform the lives of millions around the world and we impact the lives of thousands closer to home through initiatives such as our Employee Charity, STEM programme and various sponsorships.

Employee Charity

Since we began operating in Clonmel in 1999 the Boston Scientific team has volunteered thousands of hours and raised thousands more to fund, support and facilitate local programmes. Our employees have raised €500,000 for a variety of local groups in the past 10 years. We are very proud of the positive impact that we have had in our community.

Our Employee Charity is employee led and operated. We give one charity our official support every year. Any employee can nominate a charity to support and from a shortlist of names all employees get to vote for the charity that they wish to support. The process is fully democratic and the charity with the most votes is supported for the next 12 months.

When it comes to our Employee Charity it's all fun and games! We have boxed, baked, danced and dunked to raise money for good causes. It's never boring, always entertaining, and most importantly it makes an impact to the lives of many in our community.



Boston Scientific's motto is "advancing science for life". We know that the decisions we make today will shape tomorrow. This is the mind-set we not only bring to patient care but also to our activities in our community.

We aim to fuel the next generation of life science professionals by encouraging students to achieve in Science, Technology, Engineering and Math (STEM). Employees engage with students at all levels of education in a myriad of different ways.

Every year we offer a select number of college scholarship's for children of employees who are studying STEM related subjects. Many of our employees have volunteered to speak at local schools and our Women's Network "School Engagement Programme" encourages girls to pursue studies in STEM. We even have an annual "Bring Your Child to Work Day" when children visit the site to see what their parents do at work and also to be educated, entertained and inspired.

We are transforming lives by increasing young people's aspiration, ability and access to STEM education.

Our 'Boston's Got Rhythm' dance was the 2016 flagship Employee Charity event.



Boston Scientific supports local students by providing internships, scholarships and school awards.



Every year almost 500 children visit Boston Scientific Clonmel as part of our Bring Your Child to Work Day.

TRANSFORM YOUR LIFE

HEALTHCARE
coverage for you and your **FAMILY**

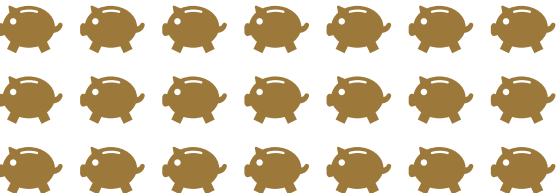


We were the first Boston Scientific site to commission electric car charging stations for our employees with e-cars

WELLBEING INITIATIVES

Financial
information and **legal**
consultations

COUNSELLING SERVICE
for all employees and family members

 Long term disability/
income protection

SUBSIDISED ONSITE RESTAURANT 

Onsite **HEALTH SCREENING** 

Company share scheme 

LIVING IN CLONMEL

HOUSING COSTS Rental costs – Clonmel is **51% cheaper** than Dublin
Price costs – Clonmel is **59% lower** than Dublin

Excellent range of community and privately operated childcare facilities including pre-school, Montessori, creche and play school facilities.

CHILD CARE AVERAGE WEEKLY COSTS

	Clonmel	Dublin
6 month old	€135	€230
Toddler	€145	€250

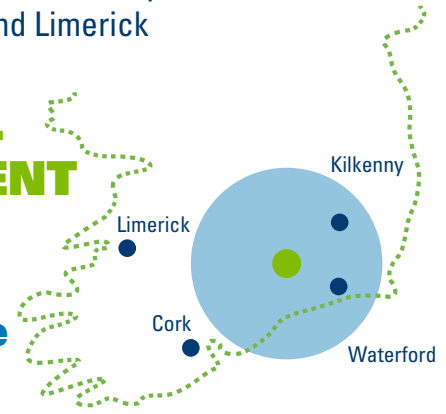
Seven primary schools (including a Gaelscoil) and four secondary schools.



CONVENIENT COMMUTE

From nearby cities of Kilkenny, Waterford, Cork and Limerick

CLONMEL CATCHMENT AREA
● **45 Min travel time**



Thriving **community spirit**, superb national festivals and wide-range of social, recreational and leisure facilities.

CONSUMER PRICE INDEX 23.83%
(inc. rent) in the South East is 23.83% lower than Dublin



FIND OUT MORE

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