

EMPLOYEE
TESTIMONIALS**John Onesti****Role:** Cell Culture Technical Lead**Location:** Portland, Maine, USA

“BBI is very well known for growing people within the company.”

What is your current role and how long have you been working for BBI?

I joined BBI straight from uni so I'm now in my seventh year here. I originally started as a Hybrid Room Technician. From there, I progressed to Cell Culture Scientist and now to my current role as Technical Lead.

What made you choose BBI as an employer?

I chose them because they're a biotech company and that's really what I wanted to get into. Also, they're very well known for growing people within the company, and teaching along with that, so I could develop my skills with BBI.

What is a typical day for you at BBI?

So a typical day I'm working in the cell lab or managing the other scientists in the cell lab. I do a lot of workload scheduling and setting what we need to accomplish for the month. Typically, I'm managing a lot of projects or I'm in the lab actually doing the work.

What has been your standout achievement while working at BBI?

I think for me it's customer satisfaction. So it's not a particular 'thing' but every project we do, we focus on

excellence. We want to do the best job we possibly can so the customers are happy and come back to us time and time again.

How would you describe the culture at BBI?

One of the big things for me was they're very open about everything - from their procedures right up to how they do business. So you're involved in the company financials, the meetings, how well we did each quarter. The environment is very family oriented and everyone is very nice and approachable.

What personal development have you gained from working at BBI?

It's made me a very well-rounded scientist, all the way from the biology side of things with cells, or the chemistry side with purifying, and even the development of the cell lines that we use to generate the antibody. So I've learned a lot of technical knowledge and skills. Also, in my current role I've received training in management skills, which has helped me to improve my time management - particularly important as I have to juggle a number of projects at one time. And my public speaking has improved!

EMPLOYEE
TESTIMONIALS**Julia Webster****Role:** Cell Culture Scientist**Location:** Portland, Maine, USA

“It really does feel like the people at BBI are looking out for you and want what’s best for you.”

What is your current role and how long have you been working for BBI?

My current role technically is a Cell Culture Scientist, but I have been working as an Immunochemistry Scientist for several months. During my senior year at college, I worked part time as a Cell Culture Scientist. Prior to that I worked part time as an intern. I became a full time employee as soon as I graduated from the University of Southern Maine. In total, I’ve been at BBI on and off since 2021.

What does your role involve?

I spend almost my entire day inside the lab instead of at my desk. In the Immunochemistry Lab we mostly perform affinity chromatography, which can be done either on manual columns or using the AKTAs. The AKTAs are helpful because programs can be created to run most of the purification, allowing you to multitask and prep your material, buffers, run the characterization of other projects, wrap up paperwork and more.

What made you choose BBI as an employer?

While I was at college, BBI took me on as an intern. I really liked the flexibility of the job and how willing Vincent (my supervisor) was to help me learn as much as possible. I worked in both CC and IC Labs, and had the opportunity to shadow the Hybridoma and Assay Labs.

I stuck with it through the rest of college and then when I graduated, it was a seamless transition to full time employment.

Why would you recommend BBI as an employer?

I think if you’re looking to work for a small company, and don’t want to feel like you’re working for someone that doesn’t care, this is a good place to be. The Portland BBI site is small, so everybody knows everybody. It really does feel like the people at BBI are looking out for you and want what’s best for you.

How would you describe the culture at BBI and what do you enjoy about working here?

It’s like being part of a family because everyone knows each other. I feel like I’ve had the chance to talk to every single person here and you gain a lot of knowledge from that too - everybody is really open to you asking questions. Work-wise, when there are pain points, my manager is really supportive and is always willing to help us fix it.

On a personal front, I love that BBI offers flexible working so I can come in between 7-9am and leave work 3-5pm, meaning I can spend an afternoon at the beach or paddleboarding the lake in the summer!

EMPLOYEE
TESTIMONIALS**Melissa Hamel****Role:** Global Product Manager - Antibodies**Location:** Home office, Maine, USA

“I enjoy the global nature of the business and the fact that I speak to people from different nations each day.”

What is your current role and how long have you been working for BBI?

I was originally part of Maine Biotechnology Service (MBS), which was acquired by BBI in 2016. I'd already been working at MBS for 7 years prior to that so I've been with BBI and its subsidiary for 15 years. I'm a remote worker and my current role is Global Product Manager for Antibodies. That involves positioning those products and establishing their suitability for our customers.

What's a typical day for you at BBI?

Being in a global role, my working day starts at around 7-7:30am, when I go through emails that I've received since the rest of the world came online up to 6 hours before. Then the mornings are usually busy with meetings during the UK time zone. My afternoons are typically spent managing my product portfolio for both reactive and proactive scenarios. Reactive tasks tend to involve answering queries for both internal and external customers, working towards solving any problems that arise, or assisting the Sales team with product enquiries. And the pro-active side is usually related to new product development and marketing/commercial support activities.

What has been your standout achievement while working at BBI?

In 2019, I received a recognition award from the global commercial team for the most valuable non-commercial

person to help them reach their goals. I spend a lot of my time and focus trying to be a solution to problems and not be part of the problem. I'm not *always* successful but I work really hard at it so it was great to have that recognition from my peers.

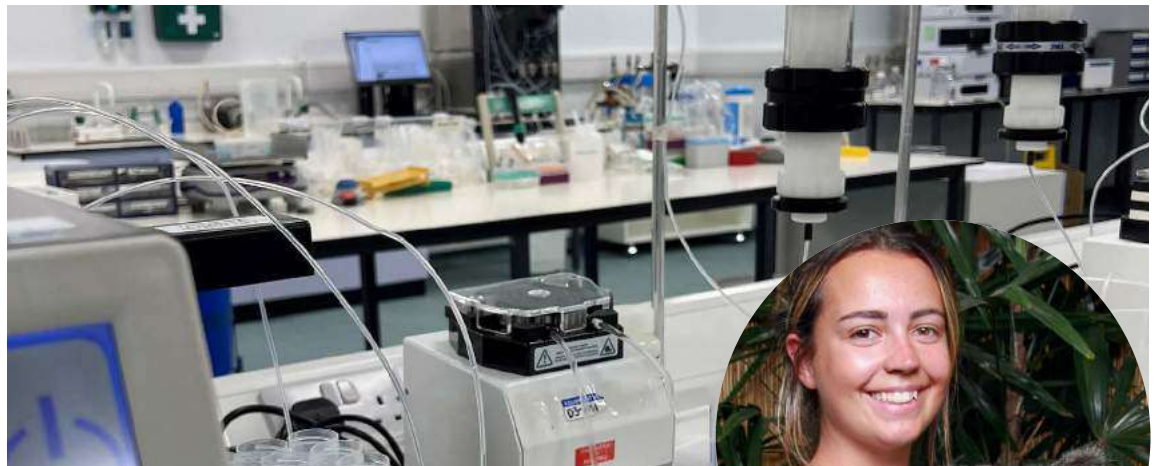
How has BBI been supportive in your career path?

I would say that the most prominent support was BBI taking a chance on me moving from a site-specific operational role that had some commercial components, to a global role that was heavily commercially-focused. My background was always highly technical but now I feel that I have gained a lot more transferable skills outside of my specialty.

How would you describe the culture at BBI and what do you enjoy about working here?

Well, BBI is a global company with so many regional influences but if I had to describe a singular culture, I would say there's a strong focus on collaboration - both with external customers and partnerships within the company. There's also a good understanding of the company goals and how you, as an individual, fit within those goals. The team spirit is great too.

I really enjoy the global nature of the business and the fact that I speak to multiple people from different nations each day, and support customers from different regions.

EMPLOYEE
TESTIMONIALS**Rhiannon James****Role:** Senior Quality Engineer**Location:** Crumlin, Wales

“If you show a willingness to progress, BBI will nurture you and act on developing you personally.”

What is your current role and how long have you been working for BBI?

I'm currently on a 12-month secondment as an Operational Integration Specialist to support a transfer project that culminates in June 2024. However, my permanent role is within Quality Assurance (QA) as a Senior Quality Engineer. I started working for BBI in 2018.

What made you choose BBI as an employer?

BBI is quite active in terms of graduate employment so coming out of university, they were a great choice for an entry level role. My background was always lab-based so BBI gave me the opportunity to do the kind of scientific laboratory work that I wanted.

What is a typical day for you at BBI?

Is there one? At the moment, for the special project, we're in the process of setting up new laboratories ready to start manufacturing so I've been involved in scoping those: planning the flow around the labs; facilitating engineers to install equipment; and being on site to ensure they have access to everything they need.

How has BBI been supportive in your career path?

I started work in the Quality Control department, which was very hands-on product testing. From there,

I moved into a 2-year fixed term role in QA to gain more experience, which then led to my current position as a Senior Quality Engineer. As the least experienced in QA, the team there really mentored me and have willingly helped my progression.

The opportunities that have been presented to me since I joined BBI have been really good. If you show a willingness to progress, they will nurture you and act on developing you personally.

How would you describe the culture at BBI?

The culture is brilliant here and the people are great. For me, coming from the QA department and having to work with different functions on the transfer project has been a really collaborative experience. Everyone works really well together.

Why would you recommend BBI as an employer?

It's fabulous to work in an environment that takes a team approach. If there's a specific objective, each person involved is really invested and wants to reach the end target. The company is always looking for improvements on quality and how to deliver a better product, and that includes the investment in their people.

EMPLOYEE
TESTIMONIALS**Karrie Melville PhD****Role:** Contract & Commercial Programme Manager**Location:** Crumlin, Wales

“ BBI has supported my progression by recognising my personal need to always learn and be challenged.”

What is your current role and how long have you been working for BBI?

My role since last year is Contract and Commercial Programme Manager. This involves project management of a specific and strategic account for BBI and supporting some key Commercial activities. I get to work with R&D, Manufacture, Quality, Finance and our global Commercial team. However, my main focus is to always listen and provide our customers the best service. This time around, I've been with BBI for 8 years. Yes, I went away to work for another company and came back to BBI!

What made you choose BBI as an employer?

BBI gave me the opportunity to work with some amazing people, which I missed after completing my PhD. You get to work with different personalities, cultures, and nationalities as BBI are a global company - and I rate that highly in a job. It creates an environment of learning fuelled from different approaches to succeed.

What is a typical day for you at BBI?

Day to day, it's mostly customer management and by that I mean internal customers. For instance, making sure that all the different departments at BBI have everything they need to deliver an order, a project, or a strategic initiative. I would say half my time is communicating with others. It's trying to see where we can be leaner, more effective, drive growth opportunities and reduce risks.

What do you enjoy most about working here?

The people and the opportunities, every time. We work with such a diversity of people with all backgrounds, and with BBI's growth, you are constantly learning new approaches and ways of working.

How has BBI been supportive in your career path?

My first official role was as Project Management Leader where I was responsible for up to five high performing project managers, who each had around three complex R&D projects - so it was a lot to monitor and report on. However, the support I had was excellent and that's always been the case throughout my time here. I've had incredibly nurturing managers who like to see people progress. They also take the time to get to know me, the fact that I like getting stuck in to fixing problems, and they respond with roles they know I'll enjoy.

How would you describe the culture at BBI?

It's not an aggressive company but we never stand still. It's a cliché but the culture is dynamic and fearless, which suits me.

I find it exciting to work for a company that has that constant momentum. They're always looking for the next growth opportunity and that brings in technical advancements, new customers, new geographies. And of course new opportunities for employees to learn and grow too.

EMPLOYEE
TESTIMONIALS**Alice Mussett****Role:** Production Team Leader - Antigens**Location:** Crumlin, Wales

“Seeing the faith that other people have placed in me, I’ve gained more confidence in my own abilities.”

What is your current role and how long have you been working for BBI?

My current role since October 2023 is as Production Team Leader for the antigens department but I’ve been with BBI for just over 8 years.

What made you choose BBI as an employer?

I went to university when I was 30 and was based in Cambridge, but I moved to Cardiff in Wales to be with my partner. I was looking for an entry-level role in this industry which is how I came upon BBI.

What is a typical day for you at BBI?

We’re currently expanding our production facilities at Crumlin so I’ve got a brand new team of about 14 people. We’ve been busy setting up the new labs, making sure all the documentation is in order, learning new processes and getting prepared for manufacturing. Once that is all in place, my role will involve scheduling and managing the manufacturing of antigens on a day-to-day basis.

What is it about working at BBI that makes you smile?

Definitely the people! Everybody works collaboratively and there’s a good atmosphere.

How has BBI been supportive in your career path?

I first joined BBI as a Conjugation Scientist in reagents and then I moved up after a few years to one of the team leaders in that department. My line manager was extremely supportive and encouraged me to apply for my current role, as did my current manager.

They’ve been good at motivating me to progress when I might not have considered myself capable of doing the role. BBI actively promotes internal progression.

What personal development have you gained from working at BBI?

In moving from each role that I’ve had, and seeing the faith that other people have placed in me, I’ve gained more confidence in my own abilities.

What would you say to graduates who are thinking of joining BBI?

I’d definitely recommend joining BBI as they are good with internal progression. Even if you are recruited in a graduate role, as an expanding company, there are always opportunities to progress further and into different departments.

EMPLOYEE
TESTIMONIALS**Michael Siebritz****Role:** Enzymes Technical Leader**Location:** Cape Town, South Africa

“A positive work environment where accomplishments are celebrated.”

What is your current role and how long have you been working for BBI?

I joined BBI in March 2021 as a Temporary Validation and Stability Technician. I transitioned to the role of Technical Support Scientist in December 2021, and then moved to my current position of Enzymes Technical Leader in December 2022.

What made you choose BBI as an employer?

When I was first contacted about the Validation position, I did not know much about BBI so I started to research the organisation, and the first thing I looked for were the company values: Precision; Partnership; Empowerment; Potential. These values resonated with me. They provide a noble aim to work towards. Additionally, I reached out to a friend who had worked at BBI for 10 years to enquire about his experience and the company culture, and his feedback was excellent.

What does your role involve?

I oversee a range of responsibilities geared towards technical excellence and continuous improvement. This includes troubleshooting enzyme-related issues, driving technical enhancements throughout the organization, and managing technical projects from conception to execution. Additionally, I actively contribute to the budgeting process for technical endeavours and provide crucial technical support to commercial and product

management teams. By implementing best practices in process, facility, and equipment design, I aim to ensure operational excellence across enzyme operations.

What do you enjoy about working here?

The challenge, the daily novelty, and great science. Our daily operations are extremely complex, requiring multiple departments to work together to meet our customers' needs, so in the last three years at BBI, I have never had a Groundhog Day. Additionally, as part of my role, I am fortunate enough to have frequent intense scientific interactions with other members of BBI.

How would you describe the culture at BBI?

A culture of continuous growth and innovation encourages employees to strive for excellence, fostering a sense of fulfilment as new ideas come to life. Collaborative teamwork and a supportive atmosphere create a positive work environment where accomplishments, whether personal or team-oriented, are celebrated. That culture of recognition and appreciation ensures that employees feel valued for their contributions.

What would you say to someone who is thinking of joining BBI?

I would say dive in and seize the opportunity! BBI offers a dynamic and rewarding environment where you can apply your skills and knowledge to make a real impact. Once you get your foot in the door, it's hard to leave.