

abcam

Start your journey



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Welcome to Abcam

It's great to have you on board! This booklet will provide you with some essential information about joining Abcam. For even more information, take a look at our careers pages at careers.abcam.com.

Once you have started working with us, you will be able to find all the information you need by using our internal information hub at discover.abcam.com.



I would like to welcome you to Abcam. You are joining a global team in one of the great business success stories in our industry. We are unified and motivated by our mission to serve life scientists all over the world to achieve their mission, faster.

No matter what role you have in our team, I want you to know that your ideas, energy, and passion are critical factors to the advances being made in science. Our ambition is for Abcam to be a place where you will be challenged, you will learn and develop, and you will have fun. You are joining a dynamic environment with significant growth opportunities ahead, and furthering our growth is dependent on our bold, successful, and consumer-focused team.

I recall the first few months after joining Abcam as a tremendous period of learning and excitement. As you settle in, I hope you learn more about what has made us successful, have the chance to understand more about the needs of our consumers, and that you start to act to help us improve our business further.

I hope to meet you very soon and wish you every success.

Alan Hirzel, CEO

Who we are

Ever since 1998, when our founder Jonathan Milner first started selling antibodies to provide researchers with the high-quality reagents they desperately needed, Abcam has aimed to help scientific researchers make breakthroughs faster. We do this by focusing on providing reagents of the highest quality and providing responsive customer service and scientific support.

Today, we have offices and labs in the UK, the US, China and Japan, and as we grow, we stay ambitious, driven by our customers and their research needs.

When you join Abcam, you'll join a global business with the ambition and the vision to become the most influential life science company and the most recommended brand for researchers worldwide.



Our heritage

While working as a post-doc on the newly discovered BRCA2 protein, Jonathan Milner came up with the idea for a web-based antibody company after being frustrated by the lack of quality reagents available.

Abcam was born in 1998; the vision was to sell the best antibodies with the most up-to-date data, fast delivery and expert technical support.

Introducing new products

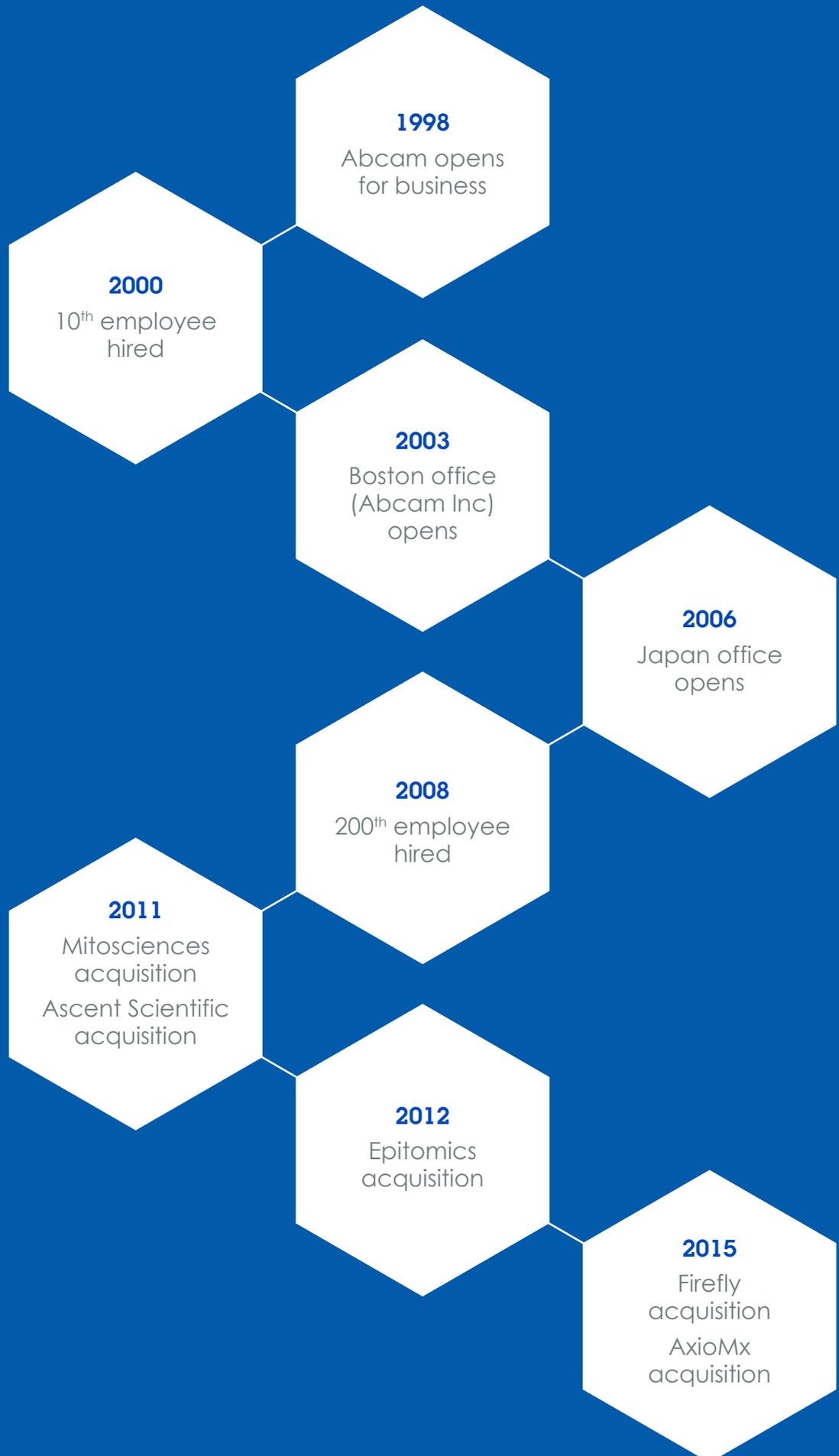
We found that researchers appreciated our model – quality, reliability, speed and support – and that we could easily translate these values to other product types. We now sell a range of non-primary antibody products including secondary antibodies, proteins, peptides, lysates, immunoassays, assay kits and biochemicals.

Where are we now?

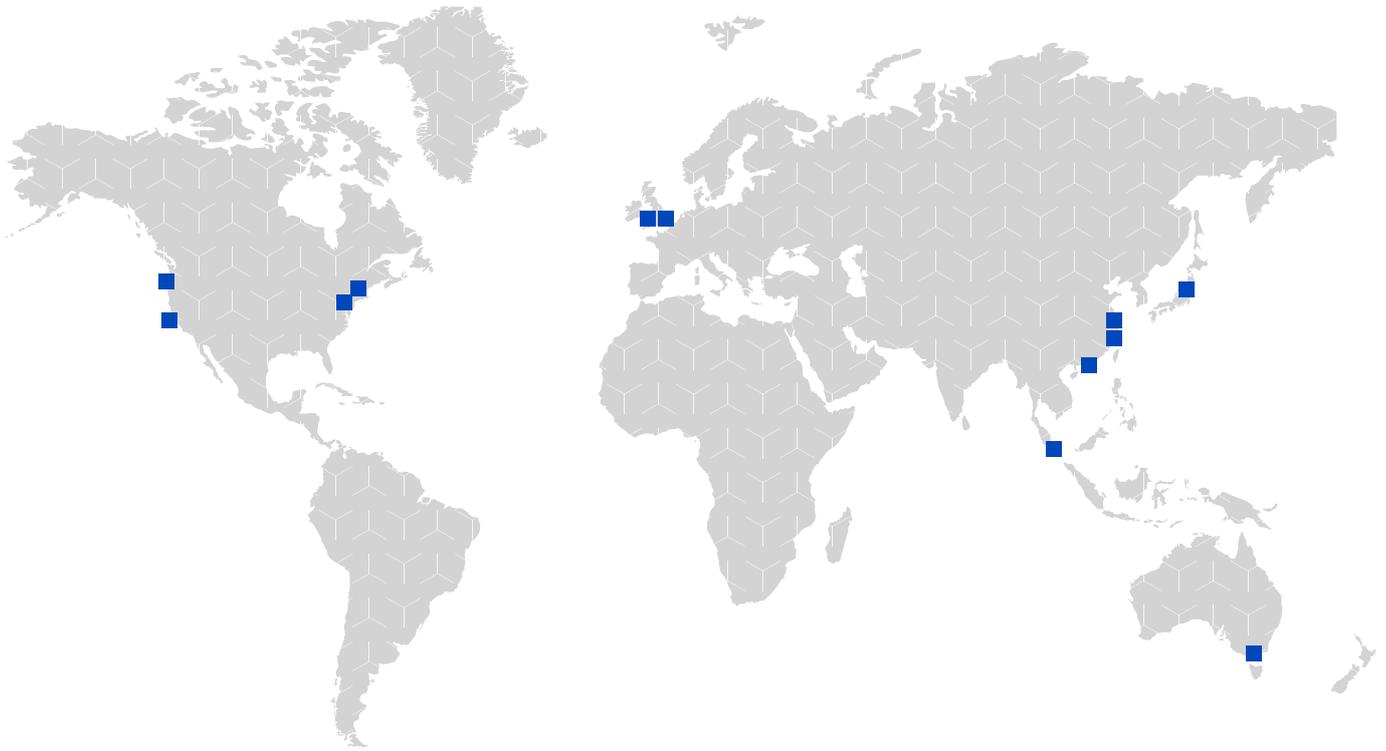
We have evolved over the years as we have become the leading provider of life science research tools, but our ethos remains the same as it was in 1998: helping our customers achieve their mission faster, by providing them with the best products, up-to-date data, fast delivery and expert technical support.

As our business grows, we focus on delivering quality at scale: providing consumers with everything they need, at the quality they expect.

Magnificent milestones



Our offices



UK

We're proud of our beginnings, and in the UK you'll find where it all began at our global HQ in Cambridge. Today, our teams cover product production and quality control, customer services and scientific support, finance, marketing, IT and logistics.

In Bristol, you'll also find our outstanding team of biochemists, who manage our biochemicals product portfolio.

Drawing together talent from all cultures and backgrounds, we enjoy sharing views and opinions in our open-plan offices and cutting-edge laboratories.

Find out more at <https://careers.abcam.com/about-us/united-kingdom/>

US

Our Boston office is located in the world innovation hub at Kendall Square, nestled between MIT and Harvard. Here you will find a team of people working across marketing, sales, customer service, technical support and logistics. Additionally, our labs in Branford – just ten miles from Yale – are involved in the development of our recombinant antibodies.

Over in Eugene, you'll find our center of excellence for immunoassay development, and in Burlingame, you'll find a talented team of scientists, bringing innovation in antibody technology, custom projects and *in vitro* diagnostics to customers across the world. You'll find inspiration and make an impact here, in beautiful open-plan offices and state-of-the-art laboratories. Our US staff have a diverse mix of skills, backgrounds and experiences, and they come together to create first-in-class products and services for our customers.

Find out more at <https://careers.abcam.com/about-us/united-states/>

China

From Hangzhou to Shanghai to Hong Kong, our teams in China are agile, adept, and exceptional, embracing a constantly changing market.

In Hangzhou, our main office, you'll find a team working on world-leading research products and reagents. Meanwhile, in Shanghai, you'll find an incredible commerce team, covering sales, marketing, technical support and logistics. Our Hong Kong office has customer service, scientific support and marketing teams that serve our customers directly in Hong Kong, Australia, New Zealand and Singapore.

Find out more at <https://careers.abcam.com/about-us/china/>



Japan

Our Japanese offices are right in the heart of Tokyo's financial district, home to some of the world's most cutting-edge pharmaceutical companies. Ideal for a company that aims to shake up our industry every day.

In our Japan office, you will find a team focused on sales, customer services, and logistics.

Find out more at <https://careers.abcam.com/about-us/japan/>

The role our staff play

We aim to become the most influential company and most recommended brand in life sciences and we depend on our colleagues to make that happen. We listen to each other, we respect everyone's backgrounds, and we work together in everything.

To help those who are new to our team we have the 'One Team' approach, which is a framework defining our core behaviors, culture, leadership style, and what we value in performance. These behaviors will help you effectively contribute to the global success of Abcam.

One team behaviors



Bold
Maverick
Agile
Curious

Consumer centric
Open
Trustworthy
Consumer focused

Focused on success
Kaizen
Collaborative
Positive

Bold

We were founded on maverick spirit and remain as ambitious as we were in our early days. We all work to the same clear strategy and goals but encourage original ways of solving problems. Be creative in your ideas, questions, and solutions; we want you to participate and challenge how things are done.

Consumer centric

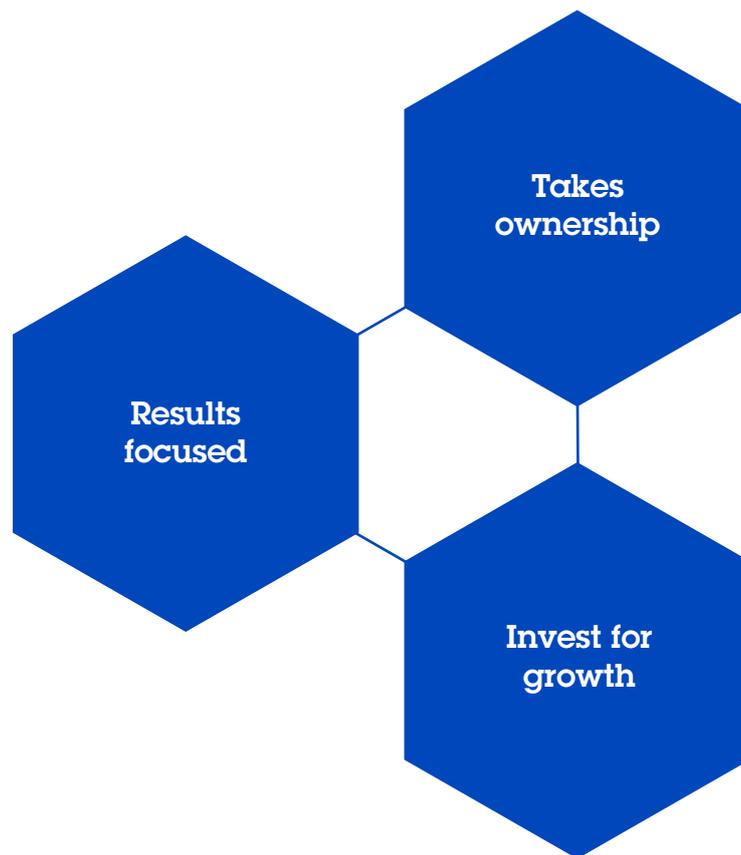
We focus on our customers to ensure that we deliver on our brand promise and give them the best customer experience possible. In particular, this means listening to what they say, anticipating their needs, and sometimes taking risks to go above and beyond. Our global focus means that we appreciate and embrace different cultures, ethnicities and orientations.

Focused on success

We aim to help researchers make scientific breakthroughs faster, so we have to move faster too. Our business success is dependent on every employee in all global functions. We will rely on you to collaborate and share ideas with others, while taking ownership for your individual and team deliverables.

What we expect from our managers

As Abcam managers we believe in valuing, recognizing and developing our teams in a collaborative environment to achieve Abcam's goals.



What you'll get from working at Abcam

Share in our results

We support breakthroughs that benefit everyone, and we make sure all our colleagues, their partners and their families benefit from that exceptional work. You will find out more details about the great benefits you will receive during your induction process.

Each office offers a range of social facilities and events, such as summer barbecues and extensive sports and gaming clubs, all company subsidized.

Develop your career

At Abcam, we do everything we can to adapt and evolve our skills as a team. Use our Career Development Fund to study for a new qualification that hones your talent. Find support to learn and grow on our mentoring scheme, or join the manager program or the Abcam leadership program, where you'll develop your knowledge and empower yourself to make a greater impact.

Find out more at <https://careers.abcam.com/working-with-us/>



Focused on you

We care what you think.

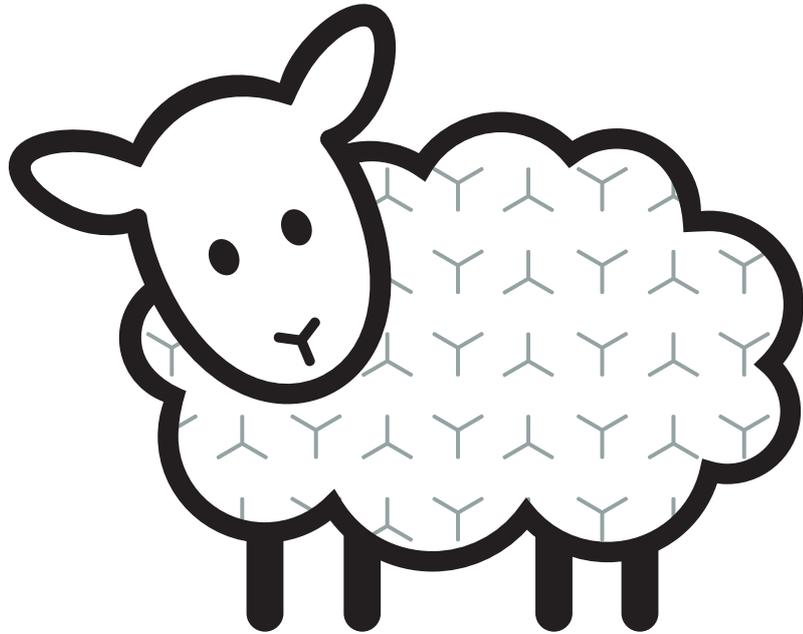
Our staff forum meets every two months to discuss topics ranging from working environment to changes within the business. We also conduct a yearly staff survey and act on your feedback to ensure that all employees are engaged in their work at Abcam.

Focused on the community

Our charity committee supports local, national and international charities as well as our staff going above and beyond in their charitable endeavors.

We're committed to sharing our knowledge and expertise by providing apprenticeships, internships and placements.

Meet Molly



The idea for Molly was inspired by Dolly the sheep, who was making headline news for being the first mammal to be cloned from an adult cell around the time of Abcam's founding. Molly is our mascot, look out for her on internal communications and at social events!

Welcome

Department	Location/Office	Job Title
Regional Sales and Marketing	Shanghai	Scientific Support Manager
Supply Chain & Logistics	Shanghai	Logistics Technician
Supply Chain & Logistics	Hangzhou	Supply Chain Planner
New Product Development	Hangzhou	Technician (6 months contractor)
New Product Development	Hangzhou	Project Manager
New Product Development	Hangzhou	Researcher
New Product Development	Hangzhou	Technician
New Product Development	Hangzhou	Technician
New Product Development	Hangzhou	Technician
New Product Development	Hangzhou	Technician
New Product Development	Hangzhou	Technician
New Product Development	Hangzhou	Researcher (IHC)
In-house Manufacturing	Hangzhou	Technician (cell culture)
In-house Manufacturing	Hangzhou	Project Supervisor
In-house Manufacturing	Hangzhou	Operational Excellence Manager
In-house Manufacturing	Hangzhou	Manufacturing Science Manager
In-house Manufacturing	Hangzhou	China Collaborations Manager
In-house Manufacturing	Hangzhou	Researcher Antigen Development
In-house Manufacturing	Hangzhou	Technician (Antibody Purification)
In-house Manufacturing	Hangzhou	Technician (6 months contractor)
In-house Manufacturing	Hangzhou	Warehouse Supervisor
In-house Manufacturing	Hangzhou	Technician (6 months contractor)
Quality & Operational Excellence	Hangzhou	Researcher Up Validation
Quality & Operational Excellence	Hangzhou	Technician
Quality & Operational Excellence	Hangzhou	Quality Assurance Manager
Admin	Hangzhou	Receptionist
Scientific Support	Hong Kong	Scientific Support Specialist