



PMI | U.S.

U.S. Businesses of Philip Morris International

**EARLY
CAREERS
OPPORTUNITIES
AT PMI U.S.**

Spring 2026

EARLY CAREERS OPPORTUNITIES AT PMI U.S.



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Philip Morris International's U.S. business (PMI U.S.) is hiring! From our headquarters in Stamford, Connecticut, to our manufacturing facilities and field teams nationwide, we are invested in American jobs, skills, and communities—and in early-career talent ready to learn fast, think boldly, and make an impact.

If you're a student or a recent college graduate ready to drive real change, this is the place to start—and grow—a career that matters.



PMI U.S. at a Glance

- ▶ The U.S. leader in modern nicotine, focused on delivering a smoke-free America by offering science-based alternatives to combustible cigarettes for adults 21+
- ▶ Flagship products include ZYN nicotine pouches and IQOS, the global leader in heated tobacco (new entrant to the U.S.; launch of IQOS ILUMA pending FDA authorization)
- ▶ Invested in America—revitalizing U.S. manufacturing, creating quality jobs, and strengthening communities through sustained partnerships
- ▶ Invested in talent, expanding from a workforce of several hundred to 3,000+ full-time employees spanning 48 states (700+ new hires in 2025)
- ▶ Business hubs in 5 states and D.C.: Stamford, CT (corporate HQ); Washington, D.C. (policy and federal engagement); Tampa, FL (business solutions center); and Aurora, CO, Owensboro, KY, and Wilson, NC (manufacturing and distribution hubs)
- ▶ Regional sales hubs
- ▶ Invested in responsibility—as of January 15, 2026, PMI’s affiliates hold 80 percent of all modified risk tobacco product (MRTP) authorizations and 41 percent of premarket tobacco product application (PMTA) marketing granted orders issued by the U.S. Food and Drug Administration (FDA), including for ZYN, the nation’s No. 1 smoke-free product.
- ▶ Designated a Great Place to Work in 2025; winner of 5 USA Today Top Workplaces recognitions





Jobs That Meet You Where You Are

- ▶ Our 10-week **summer internship program** starts in June and offers undergraduates meaningful experiences as they tackle real-world business challenges. As a PMI U.S. intern, you'll follow a curriculum tailored to your growth, with opportunities to network across teams, join offsite social events, and connect with senior leaders. Internships may be available within Field Sales, Finance, Insights, Data & Analytics, Information Technology, Marketing, Operations, or People & Culture.
- ▶ For new graduates, we're hiring for **full-time, permanent roles** across our functions.
- ▶ For highly ambitious college graduates with 2–3 years of professional experience, we offer **Senior Fellowships**. Over 18–24 months, this immersive management training program will give you deep exposure to strategy, leadership, culture, and execution across the enterprise, equipping you to identify and apply for a permanent role in which to grow.

** All candidates must be 21 or older by their start date.**

Potential Career Paths

PMI U.S. recognizes that innovation and forward motion are rarely propelled by people stuck in place. We support movement across geographies and functions so our people can gain experience across the business and make decisions that benefit from a 360-degree view of who we are, how we operate, and what more we can achieve.

To give you a sense of the breadth of our business, here are just some of the career pathways available within our Commercial function:

- ▶ Field sales
- ▶ HQ sales roles such as commercial capabilities and development, sales strategy, trade marketing, sales tools, and infrastructure
- ▶ Brand marketing
- ▶ Brand experiential program management
- ▶ Digital / social media marketing
- ▶ Events management
- ▶ Business analytics
- ▶ Brand retail experience
- ▶ New products

“I cannot think of a better place to start a career than the commercial team. It’s the heart of what drives the business growth agenda for PMI U.S.—a business setting the standard for outsized growth in the CPG space and moving a critical public health agenda forward at blazing speed. Without the frontline sales experience I gained early in my career, I would never have been in a position to lead this team.”

—Seth Kaufman, U.S. Chief Commercial Officer

Why Join Us?

These aren't jobs where you'll disappear into a spreadsheet or PowerPoint deck. At PMI U.S., entry-level roles are front-row seats to how leading companies change—under pressure, under regulation, and under public scrutiny. You'll learn how products are built, how science and data drive decisions, and how professionals handle complexity when the stakes are high. No busywork. No “just trust us” culture. Our early-career talent are expected to think, ask questions, and grow fast.

Our career options span sales, marketing, communications, government affairs, manufacturing, and more. The commonality that ties our 3,000+ employees together is a dedication to advancing our mission: improving public health by offering better alternatives to adults 21 and older who would otherwise smoke. We are a business ***Invested in America***—creating jobs, advancing the U.S. manufacturing sector, and working in close partnership with nonprofits to improve our communities. We are proud of what we do at PMI U.S. and in the better future we are helping to create.

“Join us at PMI U.S. and build a long-term career with limitless possibilities. In a culture that prioritizes continuous learning, development, and skills building, you will be surrounded by top-tier talent who will inspire you and elevate your growth. With opportunities across the U.S. and around the globe, you’ll grow your capabilities while shaping what’s possible for your future.”

—Peter Diatelevi, U.S. Chief Sales and Distribution Officer

A Note from Our CEO

I began my career with a liberal arts degree (in cultural anthropology and sociology), zero industry background, and everything to learn. My first position was in sales at a predecessor company to PMI. I was a complete newcomer to territory sales and spent a full decade building my career in the United States, working across the Southeast and in New York. Those assignments, and the years spent moving between the field and HQ, taught me how the business really works—how to earn trust, deliver results, and stay grounded in markets where relationships and execution matter every day. It was demanding, humbling, and the best training I could have had.

The decade that followed took me far beyond the U.S. I had the opportunity to live and work internationally as a leader in Switzerland, then Serbia and Germany, and ultimately in Hong Kong, where I served as President, South & Southeast Asia, for five years, with intermittent stints at our operating center in Lausanne. Each move brought a new market and culture to navigate, along with increased leadership challenges. It also meant moving my family many times, making every relocation both a personal and a professional adventure. Those experiences shaped how I lead today, with empathy, adaptability, and respect for local context.

Along the way, while working full time, I earned an MBA from IMD in Lausanne, reflecting and reinforcing my belief in continuous learning.

Early careers aren't about having a perfect plan. They're about stretching in new directions and building judgment, resilience, and confidence over time. PMI U.S. is a place where that kind of growth is real. I hope you will join us and make your own history.

—Stacey Kennedy



***“We are game changers—
disrupting,
innovating,
renewing, and
regenerating an
industry that is
ripe for that.”***

—Kaleen Love, U.S. Chief People & Culture Officer

Drilling into Our Culture: The PMI DNA

At PMI U.S., we foster a performance-driven, collaborative culture that recognizes the value of each individual. We are committed to the growth and well-being of every employee, providing the right environment, support, and resources to advance careers and professional development. These principles are embedded in our cultural values, which we call our PMI DNA.

WE CARE

WE ARE BETTER
TOGETHER

WE ARE GAME
CHANGERS

We care means listening with empathy, being mindful of the impact of our words and actions, and supporting one another.

We are better together emphasizes the power of our teams, encouraging open and honest conversations that drive innovation.

We are game changers challenges us to continuously evolve, learn, and push boundaries, ensuring that PMI U.S. remains a dynamic and forward-thinking organization.

By living the PMI DNA, we unlock our collective potential, creating a culture where everyone can thrive, contribute, and drive meaningful impact.

EARLY CAREERS OPPORTUNITIES AT PMI U.S.



Summer Interns Class of 2025 on the PMI U.S. Culture

“Really welcoming.”

“Very collaborative and friendly.”

“Very supportive and inclusive. A lot of people want you to grow and succeed.”

“They really want to see your growth and performance and see you strive here.”

“My biggest takeaway is the people. They build you up; they make you a better version of yourself.”

Invested in Responsibility: Youth Access Prevention

Only adults 21+ should have access to nicotine products.
NO EXCEPTIONS.

At PMI U.S., we take under-21 access prevention seriously and focus our efforts on responsible marketing, retail safeguards, and real-world monitoring. Our comprehensive 10-point approach includes responsible marketing practices, retailer support programs, real-world monitoring, and a call for shared responsibility:

1. Age-gated website access

We enforce rigorous online age verification (21+) for our branded websites, deploying third-party systems to independently confirm the age of every visitor.

2. Monitoring underage use

We closely monitor reports of underage use, including through the CDC and FDA National Youth Tobacco Survey. The reported youth usage rates for nicotine pouches remain relatively low.

3. Responsible marketing

Our marketing and advertising are directed to adult (21+) current nicotine consumers. Our advertising features only individuals aged 35 and over.

4. Retail technology advancement

We are a founding board member and investor in TruAge®, a free retail technology that gives stores a more accurate way to detect fake IDs and restrict underage access.

5. Responsible social media

Our policies prohibit paying social media influencers to endorse our products. We routinely request the removal of inappropriate content online, to the extent possible.

6. FDA regulation

Our goal is to offer a comprehensive portfolio of scientifically substantiated smoke-free products. Our portfolio includes the first nicotine pouch to receive premarket tobacco product authorization, as well as the first snus and heated tobacco products authorized as modified risk tobacco products by the FDA.

7. Innovation for age restriction

We invest in exploring new technologies, such as TruAge®, to further limit the visibility of and restrict access to nicotine products by those under 21.

8. Enforcement

We work with U.S. Customs and other authorities to support efforts to curtail the sale of illicit products.

9. Responsible retail practices

We serve as an Advisory Council member for We Card, championing comprehensive training for retail employees, alongside in-store signage emphatically underscoring the minimum age of 21 for purchasing nicotine products.

10. Mystery shopping

We support the FDA's mystery shopper program to check retailer compliance with the federal law for minimum age of purchase. We regularly monitor inspection reports and take appropriate actions with our retail partners.

EARLY CAREERS OPPORTUNITIES AT PMI U.S.



Invested in Community

With operations across the nation, PMI U.S. takes pride in being invested in America and its strong future. Through our civic engagement, we aim to ensure we have a measurable, practical, and positive impact in and beyond the communities where we work and live.

To maximize our effect, we focus on a narrow set of issues and challenges. In 2025, this meant prioritizing the needs of U.S. veterans and the military community, economic empowerment, disaster response, and arts and culture. With these priorities in mind, we donated nearly \$12 million to 597 organizations across 47 states and the District of Columbia, bringing our total to more than \$35 million since 2022. These contributions touched the lives of tens of thousands of Americans across the country:

- ▶ Military veterans received free legal support to access the benefits they earned.
- ▶ First responders received equipment and emergency funds to help rebuild homes destroyed by wildfires.
- ▶ Community members struggling with food insecurity received nutritious meals.
- ▶ Emerging entrepreneurs attained mentorship, skills support, and funding to launch and expand their businesses.

- ▶ Unhoused men and women were taken into safe, warm, and supportive communities of care, where they could begin rebuilding their lives and gain the skills and resources to live independently.

We take a special interest in giving where we live, engaging with national organizations and local nonprofits serving communities near our operations in Colorado, Connecticut, Kentucky, North Carolina, and Washington, D.C. We also empower and engage our employees in this good work through volunteerism opportunities and giving. Under our WeCare program, all full-time employees are invited to designate causes and organizations they wish to support with company funds. And in 2026, we're introducing WeVolunteer to make it easier for our people to devote time to the causes that matter most to them.

Whether engaging as individual employees or as an organization, PMI U.S. is committed to strengthening communities with our time, talent, and funding. We are excited to join with and support the good people who work hard every day to help Americans and America flourish.

“Philanthropy, service, and community engagement are integral to the work of PMI U.S. and will contribute to our success as a business, employer of choice, and corporate citizen.”

—Stacey Kennedy, CEO

EARLY CAREERS OPPORTUNITIES AT PMI U.S.



Invested in Our People

At PMI U.S., your benefits will be anything but ordinary. Purposeful, practical, and personal, they represent our investment in the ambition and individuality of the people driving our business forward.

“Invested in America’ starts with the phrase ‘invested in.’ That’s what PMI U.S. is doing around our communities, around our products and smoke-free vision, and around our people, including activating extraordinary careers.”

—Marian Salzman, SVP Corporate Development and Senior Advisor to the U.S. CEO

We’re proud to invest in a **top-tier array of benefits** to meet employees’ needs—so you can live a bold, exciting, and healthy life. For full-time, permanent employees, these include, but are not limited to, medical, dental, and vision benefits with concierge-level support; a market-leading 401(k) plan and range of other options to support your financial health and security; childcare and caregiving support; and generous leave and flexible work options.

We are also invested in our people's **continuous learning and skills development**. In 2025, we delivered 25,000+ learning hours in-person and online, including via a dedicated PMI U.S. virtual campus.

We offer a dynamic array of **employee resource groups (ERGs)** to ensure our people feel supported and included. In 2026, the following ERGs contribute to our culture of caring and advance career development:

- ▶ **EMBRACE GLOBAL:** This ERG champions racial and cultural equity and celebrates the diversity that enriches and strengthens our organization.
- ▶ **Global advantAGE:** This age-diverse community strives to improve intergenerational understanding within PMI and ensure equal opportunities are available to all employees.
- ▶ **Global Parents@PMI:** This inclusive community of enthusiastic caregivers acts as a voice of support for all PMI parents and caregivers, leveraging their diverse experiences and available resources to support one another in balancing their lives.
- ▶ **HONOR:** Launched in the U.S. in 2024, this ERG is designed to foster a supportive network for employees who are veterans of our nation's military, remain active in the National Guard or Reserves, or are military family members or allies.

- ▶ PMI ABLE: This group helps employees develop a common understanding within the company of different types of disabilities, both obvious and hidden. It provides a safe space to talk and share openly, expands awareness, and helps us create inclusive workplaces for everyone.
- ▶ STRIPES GLOBAL: This LGBTQ+ and allies ERG focuses on creating an environment where all members of the community feel safe and comfortable bringing their full selves to work.
- ▶ WIN GLOBAL (Women's Inspiration Network): This ERG provides a supportive environment to inspire and empower women to advance their skills, expand their networks, and realize their full potential.

EARLY CAREERS OPPORTUNITIES AT PMI U.S.



How to Apply



Explore all our job openings at www.uspmi.com/en/careers/.



Explore opportunities specific to early careers at www.uspmi.com/en/careers/early-careers/.



Join our Talent Community at <https://join.pmicareers.com/gb/en/job/22034/> to hear about future opportunities.

Learn more about us and available opportunities on



Handshake



LinkedIn

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PMI U.S.: Invested in America

Philip Morris International Inc.'s U.S. businesses are invested in America's future and advancing a smoke-free nation. The businesses are committed to providing the approximately 30 million legal-age consumers who smoke cigarettes with better, smoke-free alternatives and to ensuring the products are marketed responsibly. From PMI's global headquarters in Stamford, Connecticut, and other locations nationwide, PMI U.S. contributes leadership, jobs, investment, and innovation in the U.S. The U.S. businesses employ more than 3,000 people across America and operate product manufacturing facilities, including in Owensboro, Kentucky, and Wilson, North Carolina. For more information, please visit www.uspmi.com.

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