

I contribute to clinical research
with expertise and empathy.

And I do it *With Heart™*



Designing insights-driven clinical trials. Delivering trusted solutions. Accelerating life-changing medicines. As a leading global clinical research organization (CRO), we bring our diverse perspectives together to tackle each challenge with determination, excellence, and compassion, knowing there's no limit to what we can accomplish.

When you join Parexel, you become part of a team where collaboration is real, respect is fundamental, and empathy is woven into our fabric. Through it all, at the center of everything we do, is a patient whose life could change – forever. Our unique emphasis on the patient experience drives us forward, helping treatments reach those who need them most. And together, we'll do it *With Heart™*.



We deliver patient-first solutions

Our unparalleled focus on patients and strong site partnerships drive our success in bringing medicines to patients faster, making us a trusted industry partner and everyone a vital part of something bigger.



We thrive in an empowering team

Our supportive culture provides the resources you need to learn, succeed and excel. Your quality work will be recognized and contribute to your professional growth. We win together while empowering you.



We turn challenges into achievements

With excellence, curiosity and grit, you fuse knowledge and data to develop innovative insights. Transform complex challenges into meaningful accomplishments for the project and your career.

> Our core values



Patients first

We're all patients at some point in our lives, so we always see patients as people, not numbers or results. We remember how important they are to the success of our projects.



Respect

Our teams are supportive, compassionate and kind. We foster a work environment that is collaborative and confident. We respect the unique expertise and abilities we all bring.



Empowerment and accountability

Our passion drives us to embrace new challenges. It's how we develop as colleagues and innovate as a company. We pursue great ideas, admit and learn from mistakes and keep our commitments.



Quality

Operational and executional excellence is integral to everything we do. Customers remember the outstanding job we do for them, and we never miss the opportunity to make it better.

Discover all our opportunities:
jobs.parexel.com

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I keep patients at the center
of clinical research.

And I do it *With Heart*



Alexis Jordan, Clinical Research Associate

› Creating a legacy of inclusion

46.6% of VPs and above
across the organization
are women — up from
33.5% in 2014

16.2% of women VPs
and above in the U.S.
are women of color, up
from **8.6%** in 2014

14 Business Resource Groups that support our
inclusion strategy which focuses on three pillars
— patients, people and suppliers

Comprehensive leadership programs, including
Wayfinders In Leadership (WIL), a one-year
acceleration program for career development

Since 2013, more than **400 leaders** have participated
in the WIL program



Recognition as a top employer for **people
with disabilities** by Disability:IN

› Patient-centered vision

120+ Patient Advocacy Groups and **16+** strategic
partnerships globally supporting patient communities
and clinical trial awareness

First CRO to bring on a **Chief Patient Officer** to
enhance patient engagement and experience



Recognition with the 2024 Fierce Biotech
CRO Award for “**Innovative Approaches
to Patient-Centric Research**”

Launched “**Patients First Fridays**” sessions, an internal
discussion between our Chief Patient Officer and
various colleagues on our Patients First Core Value

› Environmental commitment

Near-term science-based targets **validated by SBTi**
for reducing greenhouse gas emissions — the gold
standard for setting and reducing corporate emissions



48% of our office spaces are either
LEED- or BREEAM-certified

CDP Climate Change score improved from “**C**” to “**B**”
in 2024 and **100% renewable** electricity target
achieved for the third consecutive year

To learn more, review Parexel’s
sustainability and impact report



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