

Page: General Information

Provide information about the company to be considered for the award. If you will be nominating an individual, specify the nominee’s employer.

Name of Organization/Company

Jazz Pharmaceuticals

Mobile Phone Number

+1 832-622-7622

Additional Contacts

I do not wish to list additional contacts

Page: Entry Information

Entry Title

Jazz Pharmaceuticals

Category

A01 - A31 Employer of the Year > A25 - Employer of the Year - Pharmaceuticals

Employer of the Year Submission Format

Written Answers

a. Briefly describe the nominated organization: its history and past performance (up to 200 words). Required

Jazz Pharmaceuticals is a global leader driven by purpose—to transform the lives of patients by developing life-changing medicines for serious diseases. Founded in 2003 and headquartered in Dublin, Ireland, Jazz fosters a culture where innovation thrives, employees are empowered, and a deep sense of purpose drives every action.

Amid regulatory pressures, economic uncertainty, and fierce talent competition, Jazz stands out for their ability to retain and engage top talent. Since 2022, Jazz has achieved record-breaking growth, reaching \$3.8 billion in revenue in 2023, driven by therapies like Xywav®, Epidiolex®, and Rylaze®. This success has fueled strategic reinvestment in career development, wellbeing, and belonging, ensuring employees thrive. Jazz’s flexible work model, comprehensive mental health support, and generous paid leave policies prioritize employees’ holistic wellbeing, ensuring they can bring their best selves to work.

Employees are deeply engaged in the company’s purpose. Pulse surveys show that 85% feel connected to Jazz’s mission, and 81% would recommend it as a great place to work. Leadership actively listens to employees, integrating their feedback into workplace improvements. Jazz’s ability to combine business success with a deep focus on patient care and employee engagement positions them as a leader in the biopharma industry.

b. Outline the organization's employee-relations achievements since the beginning of 2023 that you wish to bring to the judges' attention (up to 250 words). Required

At Jazz Pharmaceuticals, employees are the heartbeat of their success. They’re dedicated to fostering a workplace culture that is flexible, inclusive, and deeply committed to the wellbeing of every team member. Jazz has implemented transformative employee-relations initiatives designed to empower their workforce, support holistic wellness, and enhance collaboration.

The Jazz Remix model, launched in 2022, is an innovative approach offering employees flexibility in choosing their work environment while ensuring meaningful in-person collaboration. By the end of 2023, 85% of full-time employees utilized this model, demonstrating its effectiveness in meeting employee needs. To further reinforce connection, Jazz introduced Scheduled Connection Days in 2025, strategically aligning in-person interactions with key company events to drive cross-functional collaboration and engagement.

Understanding the importance of holistic wellbeing, Jazz launched the "Note to Self" initiative in 2025, a dedicated wellbeing brand encompassing four pillars: Mind, Body, Finances, and Work & Life. This initiative consolidates all available benefits and resources, making it easier for employees to prioritize their wellbeing. As part of this commitment, they introduced Wellbeing Week in August 2025—a company-wide shutdown providing employees with a full week off to recharge and prioritize self-care, in addition to the existing end-of-year shutdown.

Furthermore, Jazz remains steadfast in fostering inclusion and belonging. Through regular Pulse surveys and employee resource groups, they ensure every voice is heard and valued.

At Jazz, they continue to listen, learn, and evolve, ensuring their workplace remains an inspiring, empowering, and exceptional environment for all.

c. Explain why the achievements you have highlighted are unique or significant. If possible compare the achievements to the performance of other players in your industry and/or to the organization's past performance (up to 250 words). Required

At Jazz, they recognize that their greatest strength is their people, and their commitment to continuous improvement and employee listening sets them apart in the pharmaceutical industry. Unlike many organizations that take a one-size-fits-all approach, Jazz embraces a dynamic, data-driven strategy to shape their workplace culture based on real employee insights.

Through their robust continuous listening approach— including pulse surveys, focus groups, leader listening sessions, Employee Resource Teams, and town halls— Jazz actively engages employees to create a workplace where they feel valued, heard, and empowered. Their Pulse surveys consistently achieve participation rates above 75%, informing strategic enhancements. In 2023, 85% of employees expressed a strong connection to their purpose, and 81% recommended Jazz as a great place to work.

One of their most significant achievements is the Remix model, offering employees unparalleled flexibility in how they work. While many competitors struggle with hybrid work engagement, Jazz's approach led to a 6% reduction in attrition and increased job applications. A 2023 survey found that 79% of employees reported improved satisfaction due to Remix, with 78% citing increased trust and empowerment.

Further demonstrating their commitment to employee wellbeing, Jazz now offers market-leading mental health benefits through Lyra— 25 fully covered therapy or coaching sessions annually, placing them at the top tier compared to pharmaceutical peers who typically offer 16-25 sessions. Their Patient & Caregiver Community, created in response to employee feedback, reinforces their dedication to fostering a supportive, inclusive, and purpose-driven workplace. Jazz doesn't just listen— they act, adapt, and lead.

d. Reference any attachments of supporting materials throughout this nomination and how they provide evidence of the claims you have made in this nomination (up to 250 words). Optional

<https://www.jazzpharma.com/patient-stories>
- Patient and caregiver stories highlight the meaningful work Jazz Pharmaceuticals does and the impact they have on patient's lives and their families. A testament to patient-focused culture.

https://www.csrwire.com/press_releases/811256-employee-engagement-jazz-pharmaceuticals-cultivating-our-unique-culture?
- Employee Engagement at Jazz Pharmaceuticals: Cultivating Our Unique Culture

<https://www.jazzpharma.com/perspectives/fueling-innovation-through-jazz-remix-and-employee-experience>
- Fueling Innovation Through Jazz Remix and the Employee Experience

<https://www.futureofhr.com/episodes/067-heidi-manna>
- Future of HR Podcast: Heidi Manna's podcast, Chief People Officer at Jazz Pharmaceuticals discusses Jazz's innovative and flexible work model, called "Jazz Remix"

<https://www.jazzpharma.com/perspectives/leading-positive-career-development-through-allyship>
- Leading Positive Career Development Through Allyship

<https://planisware.com/resources/work-management-collaboration/jazz-pharma-optimize-rd-tax-credits-and-employee-work-life>
- Jazz Pharmaceuticals optimizes R&D Tax Credits and Employee Work-Life Balance

<https://www.3blmedia.com/news/employee-well-being-fostering-great-place-work-jazz-pharmaceuticals>
- Employee Well-Being: Fostering a Great Place To Work at Jazz Pharmaceuticals

<https://www.forbes.com/sites/chasefeiger/2023/12/05/how-this-ceo-built-a-top-50-pharma-company-focusing-on-culture-day-1/?sh=6b28d10d7434>
- Forbes article highlighting Jazz Pharmaceuticals mission-driven culture

<https://careers.jazzpharma.com/>
- Careers website- showcasing employee testimonial videos, inclusion and belonging, and how Jazz Pharmaceuticals emphasizes their employer brand, values, and commitment to their employees

https://www.youtube.com/watch?v=gep3CjLOGbs&list=PLqY8vsToUcvlZpxHiY1_bs76MTMv9GCot
- How Jazz Pharmaceuticals advocates for patients with complex health conditions. At the 13-minute mark, an employee talks about her experience in multiple roles, how Jazz's focus is to make a difference in patients' lives, and why she works at Jazz Pharmaceuticals.

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Yes

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