

Career Programs

Whether you are starting out in your career or pivoting into a new career, Novartis offers a number of programs each year to support you in your career journey and our program offering continues to grow annually. So if you are looking for a company that has a life-changing purpose, one dedicated to creating a diverse and inclusive employee culture, where you are unbossed to drive your own personal growth, to take smart risks and ownership of your actions without compromising who you are, then, perhaps, Novartis is the right place for you!

10+

Live Programs

4

Regions

Global

Clinical Sciences and Innovation Academy

A 2-year program in Clinical Trial Operations at Novartis offers you the unique opportunity to enter the pharmaceutical industry, gain insights and experience in the end-to-end clinical trial process, study design and trial types. You will receive training and mentoring by our clinical trial experts, be empowered to do and learn things and work in a diverse and inclusive environment. Join us!

[Download the Clinical Sciences and Innovation Academy Infographic \(PDF 0.2 MB\)](#)

Applications for 2022 closed, stay in touch for 2023 updates to come.

Europe

JUMP Leadership Development Program

Continuing our bold JUMP (Join & Unleash My Potential) program with a new cohort of disruptive talented individuals that will join Novartis next fall. A 2+ year, multi-location rotational program, JUMP will offer those who have just finished or are close to finishing their MBA program a unique opportunity to gain a broad experience in different functions and businesses that will build their knowledge of Novartis and the healthcare industry.

We believe that through regular coaching and training, the program will fit future leaders' development needs and help them start their leadership career here at Novartis.

[Download the JUMP Leadership Development Program Brochure \(PDF 1.4 MB\)](#)

[Click here to apply](#)

Central Eastern European Region

Fast-track Leadership Development Program

A 2 year journey with international rotations across Central and Eastern Europe, each lasting from 4 to 6 months. The

newly created Novartis Leadership Development Program offers you, our future Novartis leaders, a start in your career and gives you exposure to different functions and countries with opportunities to lead your own projects. The program offers two possible rotation flows: scientific (medical affairs, regulatory affairs, clinical trials, etc.) and commercial (marketing, sales, market access).

Look out for more information as our program opportunities open across the region. [Click for the current openings in Russia](#)

Germany

Graduate Programs

Throughout the year, we offer training programs in Sales, Marketing, Medical and Market Access across our divisions and locations in Germany. We are open to talking to talented graduate professionals with backgrounds in medicine, science and engineering, economics or computer science.

[Click for the latest opportunities.](#)

Internships and Apprenticeships

Novartis in Germany offers many opportunities for students, whether you are looking to apply for an apprenticeship, internship, a practical semester within your studies or as a student trainee. If you are already close to the end of your studies and about to write your thesis in a subject that is relevant to us, we will also gladly assist you with this.

[Click for the latest opportunities](#)

Ireland

Novartis Ireland Graduate Programme 2020

12 months of in-depth hands on development is waiting for you at Novartis. As part of our global graduate program, Novartis Ireland is currently recruiting 30 science graduates to work in our Scientific Services Practice in Elm Park, Dublin. These placements will include continuous learning, development and practical experience in a supportive and unbossed environment.

Successful candidates will work alongside our Medical Communication, Medical Information, Clinical Project Management, Data Science and Real World Evidence teams.

Switzerland

Internships

Here at Novartis Switzerland, we offer internships at all phases of university studies, for Bachelor's and Master's students, postgraduates, doctoral students, postdocs and MBAs.

If you are self-motivated, eager to learn and enjoy working in multinational teams, Novartis will give you the chance to unboss your personal growth, gain in-depth industry knowledge while working in an inclusive and diverse environment. All internships at Novartis are published throughout the year on [our career portal](#). Please note, we only consider online applications.

To view this content in German, [please click here](#)

Chemical and Analytical Development (CHAD) Program

Offering 3 rotations through 3 functions, the 2 year Chemical and Analytical Development (CHAD) Program offers the opportunity to get to know our global functions in Chemical Research and Development and Drug Substance Supply.

Program start: July 2021

To view this content in German, [please click here](#).

The Regulatory Affairs (RA) Postgraduate Program

The 2 year Regulatory Affairs (RA) Postgraduate Program enables you to expand your regulatory knowledge, becoming familiar with dossier content and acquiring significant practical experience through cross-functional projects in different areas in a dynamic environment to build on your potential future career at Novartis.

Program start: First quarter of each year.

To view this content in German, [please click here](#).

Finance Rotation Program

The Finance Rotation Program (FRP) offers recent Master graduates in Finance, Accounting, Business Administration or similar an exciting 3-year development opportunity across different finance functions and divisions. In addition, the exposure to senior management and various training opportunities build the foundation for a successful international career in Finance. Supported by a strong community of FRP Alumni, Program Sponsors and Senior Managers, you will enjoy a steady learning curve in each of our 6 to 12 month rotations.

Program start: Third quarter of each year

[Read more about the program \(PDF 1.25 MB\)](#)

[Apply for the program](#)

To view this content in German, [please click here](#).

Next Generation Scientist (NGS) Program

Our Next Generation Scientist Program, in cooperation with the University of Basel, offers internships to talented and motivated scientists from low and middle income countries. The three-month program, which is conducted at the Novartis research site in Basel, aims to promote both the scientific and professional development of the researchers.

Under the guidance of Novartis mentors, participants work on a jointly agreed scientific or clinical research project and participate in a Leadership Development Program to strengthen their communication and decision-making skills. In research projects, participants use the latest methods and work with leading experts in their respective fields with the aim of helping them to apply what they learn in their own countries.

Duration of program: 3 months

Program start: every June

To view this content in German, [please click here](#).

Translational Clinical Oncology (TCO) Program

The Translational Clinical Oncology (TCO) Program is a global, science-focused group working under the Novartis research umbrella: the Novartis Institutes for BioMedical Research (NIBR). Within this program, you will work hand in hand with experienced scientists and clinicians of TCO who are primarily responsible for the design and conduct of early-stage clinical trials in cancer patients. These studies investigate and define the safety, tolerability, pharmacokinetics (PK), pharmacodynamics (PD) and initial efficacy of small molecules, biologicals or cell-based therapies in oncology. Imagine your impact here at Novartis!

Duration of the program: 2 years

Program start: Second quarter of each year

To view this content in German, [please click here](#).

AI for Life Residency Program

The 12-month Novartis AI for Life Residency Program is the first of its kind for the healthcare industry and offers you an unprecedented opportunity to apply the latest data science and AI skills to real-world healthcare challenges.

During the program, you will work with leading scientists and business teams to develop a comprehensive understanding of Novartis and the industry and have the opportunity to take ownership of some of our most innovative projects throughout the drug discovery cycle. So if you are a graduate or researcher in the field of data science, would like to move from science to industry, you want to challenge yourself, you're curious and looking for an unbossed environment, join us!

Duration of the program: 12 months

Program start: undefined for 2021

To view this content in German, [please click here](#).

Legal Postgraduates

For 6 months, we offer several volunteer positions in various legal departments throughout the year to help you gain practical experience as a trainee in a multinational unbossed environment of a leading pharmaceutical company.

Duration of program: 6 months

Program start: all year round

To view this content in German, [please click here](#).

Novartis Innovation Postdoctoral Fellowship

The Novartis Innovation Postdoctoral Fellowship offers talented scientists the unique opportunity to join our teams at the Novartis Institutes for BioMedical Research (NIBR), the innovation engine of Novartis. Supervised by experienced NIBR scientists, Innovation Fellows will have the opportunity to gain first-hand experience in the design and development of breakthrough therapies and innovative technologies. We are looking for fellows who will use their scientific creativity and natural curiosity to offer transformative treatments to patients. Reimagine medicine with us!

For more information about the program, please visit the [PostDoc Program](#)

Duration of the program: 3 - 4 years

Program start: undefined for 2021

To view this content in German, [please click here](#).

Please, note that all our vacancies for trainee programs are published on our career website, unless something else is mentioned here. Therefore, please apply directly on <https://www.novartis.ch>.

United States

The Novartis Innovation Postdoctoral Fellowship

The [Novartis Innovation Postdoctoral Fellowship](#) offers aspiring drug hunters a unique opportunity to join our teams at the Novartis Institutes for BioMedical Research (NIBR), the innovation engine of Novartis. Mentored by NIBR scientific leaders, Innovation Fellows will gain first-hand experience in the design and development of breakthrough therapies and innovative technologies. We are looking for Innovation Fellows who will bring their scientific creativity and natural curiosity to tackle important therapeutic challenges.

The Novartis Discovery Postdoctoral Fellowship

Research at NIBR comprises a broad range of areas from which discovery fellows and their mentors create research projects. Ideally, these projects take advantage of the rich and unique drug discovery environment, including access to sophisticated research tools. Projects are often interdisciplinary in nature, combining biology and chemistry and/or computational approaches, or bridging different disease areas.

[Learn More](#)

Novartis Gene Therapies Internship Program

12 weeks internship program at Novartis Gene Therapies offers you a unique opportunity to gain hands-on experience in the pharmaceutical industry. You will receive support from our managers on your journey with us and work in an unbossed collaborative environment that supports personal and professional growth.

[Download the Novartis Gene Therapies Internship Program Brochure \(PDF 1.0 MB\)](#)

Search current opportunities [here](#)

Novartis Summer Internship Program

Our 12-week internship program offers a unique opportunity to gain hands-on industry experience across 9 divisions and 25+ functional areas. You will gain access to a series of networking opportunities throughout the summer and learn what it means to reimagine medicine for millions of patients in a diverse & inclusive company.

[Apply for the 2022 program](#)

10 years ago, I joined Novartis India as an intern and I never really left! I now lead a team of 8 people in Australia and work in a team that manages 175 clinical trials that could change treatment for patients.

Kshama, Clinical Research Associate Manager



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