

Finance
University Relations



Novartis Finance

Finance Rotation Program



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Introduction

As the 'building blocks' of a successful finance career are unique to everyone, we have created a Finance Rotation Program, offering new finance professionals exposure to a broad set of experiences to equip them with the skills they need to become true experts in their field.

The Finance Rotation Program (FRP) helps pave the way into the world of healthcare finance for future industry leaders like you. The 3-year program will give you insights into business functions from research and development to product commercialization through the lens of finance. In each of the 12-month rotations you will learn various finance concepts and develop skills necessary to support the company's day-to-day operations.

Moving through the program, your scope of tasks and responsibilities will continuously increase, providing you with a steady professional and personal growth. Seeing different parts of the company throughout the rotations, you will also develop a deep understanding

of how various departments at Novartis work together globally to bring new, innovative medicines to the patients faster.

Upon joining the program, you will become a part of the broad FRP community, where you will be exposed to mentoring, coaching, and further learning opportunities with Novartis leaders and peers. At the same time, you are expected to proactively contribute to the program's development through identifying and pursuing improvement opportunities, organizing trainings and mentoring junior participants.

The program allows each participant to discover which career path within the broader world of finance fits their individual development best and provides opportunities to pursue it. The FRP footprint already covers a wide range of business units and geographies and continues to expand. No rotation plan is ever set in stone, but a common route taken could look as described below.

Your FRP Journey

Your first rotation will typically start in one of the Financial Reporting & Accounting Operations (FRA Ops) or Business Planning & Analysis (BPA) teams. Both roles are essential to understanding the business and operations of Novartis and provide newjoiners with a strong foundation for their future careers.

As part of the FRA Ops, you will learn about various operational aspects of the Novartis business and contribute to the delivery of cross-divisional financial reporting and accounting services. Your tasks will mainly focus on ensuring timely and accurate bookkeeping and optimizing key finance processes in collaboration with your stakeholders. Through this experience, you will acquire and develop strong business acumen and enhance your collaboration skills. You will be involved in various activities and projects initiated by your team to support your learning opportunities.

As part of the BPA function, you will support Novartis Group Management in setting financial objectives, proactive planning and monitoring of business performance. You will be responsible for budget planning cycles and forecasting for your business entities, working in close collaboration with business counterparts in driving operational performance. Being part of a fast-paced environment will help you reinforce critical skills such as timely and effective communication, analysis of financials, problem-solving, keeping a structured overview, and drawing on budget-impacting information. Your team will include you into a set of diverse activities, through which you will gain responsibilities and exposure to colleagues worldwide.



Further rotations are mainly subject to your interests, career aspirations, and available opportunities. As shown above, our participants have widely extended the program's footprint across different divisions and continue to do so every year.

As part of the program, participants will engage in a 3-week internal audit assignment. This further broadens financial expertise, company knowledge and skills in gathering insights promptly and effectively.

Furthermore, over the recent years, the FRP has grown beyond the Novartis headquarters, supporting affiliates in delivering on country-specific goals and contributing to business growth worldwide. A rotation abroad offers participants many hands-on learnings as well as cultural and business insights that will later help them navigate the global business environment. Thus, the program also supports candidates in seeking an international assignment.



Training and Development

We believe that through regular coaching and training, the program will fit your development goals and provide you with the foundation for becoming a finance leader at Novartis.

The program offers a wide range of development opportunities:

- Trainings to improve technical and soft skills as well as general knowledge of the company and products
- Individual coaching and support by senior finance leaders during the three years of the program
- Regular learning sessions between the program participants and members of the management
- Regular one-on-ones with the sponsor of the program
- Performance reviews with your operational manager based on clearly defined team goals and individual objectives
- Engagement with the supportive FRP community organizing monthly feedback sessions, lunches as well as events outside of work
- Accessing training platforms to develop skills that interest you personally and professionally
- Contributing to the design and scope of the program will stimulate your entrepreneurial skills which represent an important prerequisite for future leaders at Novartis



Roles and impressions of FRP alumni

The learnings and exposure you receive during the program as well as the extensive network acquired along the way, open doors to countless career opportunities. Following the program, our alumni have taken on various prominent roles across Novartis and continue advancing their careers.

Finance Head Franchise
Finance Head Division Country
Senior BPA Manager Division
Global Finance Head Division
Finance Head Manufacturing Site
BPA Manager Franchise Country
Strategic Finance Manager
Senior Project Manager
BPA Manager Division

And according to the FRP graduates, experience from the program has been highly valuable in their careers:

“Knowledge sharing, multiple interactions with all managerial levels as well as cooperating with people from different backgrounds helped me to enhance my leadership and interpersonal skills.”

“The FRP built a strong foundation for my career advancement in Novartis from both knowledge and network perspective.”

“The FRP gives you exposure to senior finance and business leader, allows you to develop soft skills, and to lead relevant projects for the company.”

“The different FRP rotations have helped in two ways: on the one hand I got a broad view of Novartis business. On the other hand, I could learn different management skills from the senior managers I worked with.”



The Requirements and Application

- Education: You have just or nearly finished your Master's Degree (MA/MSc), with a major in Finance and / Accounting & Controlling / Life Sciences or other associated degrees with a proven interest in a Finance career
- Professional Experience: You have already obtained your first professional experiences (e.g., internships) in the areas of Finance / Accounting / Financial Services
- Languages: Fluent in English (written and spoken) is a prerequisite, German and French are valuable assets
- Good business acumen paired with strong quantitative, interpersonal and communication skills
- You demonstrate a genuine interest in the pharmaceutical industry and are eager to discover different areas in Novartis
- You are a team player, a fast/keen learner, and open to developing skills in technical aspects of a finance position (e.g., SAP, Excel, SQL)
- You are willing to push yourself out of your comfort zone in terms of functional assignments and location



Submit your cover letter, CV and all credentials online on the Novartis Career website at www.novartis.com/careers.

The program starts every year in September.

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.



