Personal Growth

Novartis has an employee-first approach. As Novartis associates it’s recognized that we enable all that Novartis does, for patients, people and society. Which is why Novartis supports our unbossed personal growth, learning and career development. Novartis is a place where people grow, careers thrive and leaders are made!

Talent Marketplace

Launched across Novartis group in 2022 our new AI powered internal talent marketplace, Match, offers a seamless, personalized experience that helps us find opportunities to learn, grow, and build our skills through rotations, projects, secondments or permanent career moves. It provides transparency of opportunities, empowers upskilling, reskilling and unbosses us to take charge of our own personal growth.

Learning

As a global company, the resources and opportunities for Learning are ever evolving. Today, we can virtually learn and earn certificates from 190 universities around the world, universities like Yale, Princeton, University of London, India School of Business or Peking University, all supported by Novartis through our partner Coursera.

Our Novartis Learning Institute offers personal effectiveness, digital capability and language programs, as well as talent acceleration and leadership programs.

And as an added extra, we now have access to LinkedIn Learning and Coursera. LinkedIn Learning gives us access to over 16,000 video based programs from leading global experts on the latest hot skills in 7 languages. Coursera offers access to over 4,500 courses from over 200+ leading universities and industry leaders, in 40 languages. This includes access to the world’s first fully funded Coursera-powered Master’s Degree program in Data Science with the University of Michigan and the University of Illinois.

Courses from 200+ leading universities in 40 languages

16,000

LinkedIn Learning courses in 7 languages

100

The number of hours of learning we aspire to provide every year

>110,000

Associates "unbossed" to drive their personal growth
All this in addition to:

- Digital immersion program for leaders
- Digital Awareness Hub
- Virtual reality training for manufacturing
- Gamification for our sales and digital colleagues
- Reverse mentoring programs
- GetAbstract, 20,000+ leading books, article & videos
- 8,500 Skillsoft courses, videos and resources AI supported learning hub

and many more development programs available across the organization to build deep functional skills and knowledge, often supported by the relevant professional or academic qualification.

**Career Programs**

Whether you are starting out in your career or pivoting into a new career, Novartis offers an array of programs each year to support you in your career journey from internship and apprenticeships to MBAs, graduate and post doc fellowships and our program offering continues to grow.

[Click](#) through to our Programs page to learn more.

**Talent and Leadership Development**

Novartis is committed to developing us, Novartis associates. Making sure that roles, which are critical for our organization and business, have the optimal support to deliver great value. Our comprehensive succession planning and development programs across different levels of the organization allow us to build the right capabilities so that we can keep delivering on our purpose to reimagine medicine. In 2021, our learning and development programs were recognized by the Association for Talent Development. We ranked #3 in the world, achieving ATD’s ‘BEST’ Award. In 2022, Novartis was a Gold Winner of The Learning Culture Award.

Novartis believes that leaders play a vital role in driving transformative innovation by empowering their teams.
to ask questions, speak their mind and take smart risks, and by role-modeling our inspired, curious and unbossed culture.

Our Unbossed Leadership Experience (ULE) development journey helps leaders develop their self-awareness and unboss capabilities. This intensive program includes immersion sessions supported by coaching, as well as webinars, and 360-degree evaluations to track progress. Today we continue to cascade key aspects of the program to 10 000 leaders, helping embed the new leadership approach in our organization.

So if you are ready to feed your curiosity and unboss your personal growth then start your conversation with Novartis.

Click here to read more about our range of learning and development programs (PDF 0.1 MB)

Find your "unbossed" career

Career Search

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