

## How We Work <sup>[1]</sup>

Novartis now offers many of us the choice to decide how, where and when we work\* to create the greatest impact for our role while taking personal responsibility to inform managers and align with our colleagues for effective collaboration.

- 

92%

Associates benefit from flexible working hours

- 

110 000

Associates globally

Our new **Choice with Responsibility** approach offers many of us the choice to decide how, where and when we work to be most impactful in our roles (within our country/state borders) while taking personal responsibility to inform managers and align with teammates for effective collaboration based on the nature of our work.

We benefit from additional support to help us work remotely in a healthy and comfortable environment. We also benefit from additional mental health resources, with the aim of raising awareness, creating understanding and supporting us and encouraging good mental health practices.

Click [here](#) <sup>[2]</sup> for more information about Well-Being at Novartis

\* Corporate tax, individual tax and social security regulations require special attention if the work is performed from outside the country/state in which the employer is located. Consequently, Choice with Responsibility is applicable in-country and in-state/ local area only, until further guidance can be provided on cross-border application.

### **Footnotes:**

# Find your flexible career at Novartis <sup>[3]</sup>

Career Search <sup>[3]</sup>

---

**Source URL:** <https://www.novartis.com/careers/how-we-work>

## **Links**

[1] <https://www.novartis.com/careers/how-we-work>

[2] <https://www.novartis.com/careers/well-being>

[3] <https://www.novartis.com/careers/career-search>