

Flexibility at Novartis: Linda Karpiak ^[1]

People and Culture ^[2]

The “Flexibility at Novartis” series spotlights associates who have one thing in common: They work flexibly. As a result, they are able to manage the demands of their work and private lives. Flexible working can boost employee engagement while increasing efficiency and productivity. This series provides a glimpse into flexible working at Novartis.

Linda Karpiak supports the Kymriah® Managed Access Program and clinical trials as a Clinical Research Manager in East Hanover, New Jersey, in the US. She shares her story below.

Balancing my priorities at work and at home

I have worked at Novartis multiple times in my career, first at Sandoz before the merger with Ciba-Geigy, later as an external consultant, and now in the US Oncology Medical group. I am currently supporting the Kymriah® Managed Access Program and clinical trials. Each week, I work 30 hours over five days, three in the office and two remotely. It’s important for me to have regular face-to-face interactions with my colleagues and, depending on meetings and event schedules, to be flexible about which days I’m on site.

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Flexible work is successful only if you and your team continue to deliver on your objectives and deadlines. Nothing can slip through the cracks. This has certainly been my experience, and my managers and colleagues have been consistently supportive of my arrangement.

Flexibility is about enabling people to give their best at work as well as at home. For example, in addition to working part time, I start early in the morning, when I am the most productive. Later in the afternoon, I’m able to attend my teenage sons’ school activities and sports events.

My flexible schedule also allows me to be more active in my community, which borders New Jersey’s largest lake. I am a board member and volunteer for a local nonprofit organization that works to improve and enhance the lake environment and experience. Having time for non-work-related interests and passions is important to me.

In my opinion, flexible work is a win-win for all. It helps Novartis attract and retain top talent, and [it helps] employees perform at a high level in every part of their lives.

What does flexibility at work mean to you?

Flexibility means going beyond a one-size-fits-all approach, bringing out the best in each of us. Flexibility is about enabling people to give their best at work as well as at home.



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