

Innovative Medicines
International



Graduate Rotation Program Germany

Program Overview

Kick-start your career with our tailor-made rotation and development program dedicated to highly talented graduates with a Master's degree or PhD. Take a steep learning curve and get experience in different functions in and outside of Germany. Choose one of the following paths that will empower you to shape your own journey based on your interests and goals.

6 different Pharma programs with
cross-functional focus

Marketing
Digital
Medical
Market Access



18 months

Commercial
incl. 2 yrs. sales



36 months

2 different cross-divisional programs
with a functional focus across divisions

Finance
People & Organization



24 months

Impact

A well-established program that contributes highly to the success of our organization. It connects us with an agile and bold mind-set of the next generation. Our talent bring in and develop key capabilities that are essential for our future as an innovation-driven company. By building a cross-functional knowledge and networks our trainees amplify collaboration across teams. Our program also equips our talent to become future leaders, comprising of opportunities to be a people manager or leading on high impact projects or networks – for us leadership has many aspects. Depending on the aspiration it is also a great foundation for an international career.

Participant's Growth

- You will work on impactful projects and tasks in different functions which enable you to learn based on experience, gain the big picture of Novartis and quickly build a wide functional and personal network.
- Regular feedback, exposure to senior leaders, a personal development program and coaching sessions will accelerate your growth
- You will collaborate, share and learn as part of a unique Early Talent community - locally & internationally with monthly Trainee Jour Fix, workstreams, learning and networking sessions
- A permanent contract gives long-term perspective and psychological safety to explore and evolve



Requirements

- You have completed a Master's degree with a specialization in line with the program you chose. The Medical track requires a PhD.
- You are interested in an international career and already gained experience abroad.
- You are fluent in German and English (written and spoken)
- For function specific requirements please check our [local website](#) that provides details on each of the 8 programs and first-hand experience from our alumni trainees.
- Agility/agile learner, leaving your comfort zone, taking initiative, bold, interested in digital and data, collaboration/team player, strong communication skills



Local program website

[Das Traineeprogramm bei Novartis: vielfältig, international, „unbossed“ | Novartis Deutschland](#)

How to apply & deadline

We hire approx. 15 talents throughout the year. Please check our career search at www.novartis.de/karriere and apply directly to our open positions.

