

# Welcome to Internal Audit

# Begin a career journey like no other.

Novartis is a place where bright, curious minds combine to solve the world's toughest healthcare challenges and reimagine medicine together.

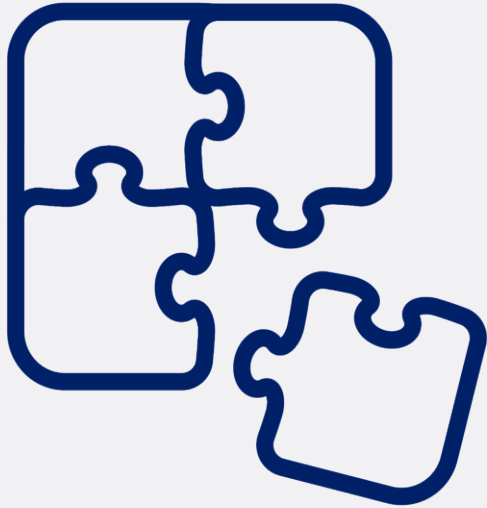
It's an inspiring environment for aspiring talent. For those embarking on a career in innovative medicines or moving into the industry it's an opportunity to gain early exposure, experience and insights that are hard to find anywhere else.





Join the Internal Audit Program

# Your first step in reimagining medicine



## Join the Internal Audit Program

If you're a recent master graduate in Business or Finance and Accounting or any related field and excited by the idea of understanding the business, this is where your journey begins. Over **three** exciting **years**, you'll gain hands-on experience on how to manage internal audits as an **Internal Auditor**.

In this program, you'll:

- Build a strong foundation in business processes
- Get a buddy or mentor assigned
- Gain a certified Internal Audit qualification
- Develop your leadership skills
- Work on meaningful projects that have an impact on how we do our business

This program is based in Basel, Switzerland, with opportunities to connect globally with colleagues and teams. It is a **permanent** position.

Your journey

# Where your career growth takes shape





## Your program journey will take you from foundational learning to advanced specialization

### **Boot camp**

Start with an immersive introduction to Novartis, the business, our different functions, the team and what we do at Internal Audit. To kick-start your onboarding journey, you will get a buddy to your side, one of our One Young World Ambassadors.

### **Base camp (Year 1)**

Start your Certified Internal Audit Qualification (**CIA**) and build competence and self management during your rotation.

### **Explorer camp (End of Year 1, Beginning of Year 2)**

Apply your gained competence in a new area. Work independently and start delivering on parts of the process.

### **Advanced camp (Mid Year 2 until End of Year 2)**

Demonstrate judgement: Work on more complex and experience longer audits. Start leading aspects of the audit.

### **Summit (Year 3)**

Build advanced experience and problem-solving skills. You will be highly proficient in the process and lead parts of an engagement any business area. This phase includes **career planning** and offboarding into the target role of **Internal Audit Manager**.

Learning opportunities and development

Where we  
support you to  
**achieve your  
aspirations**



## **In this program, you'll benefit from:**

- Immersive training and mentorship tailored to your development goals.
- Hands-on experience in Internal Audit across different business areas.
- Opportunities to gain certifications for your gained knowledge.
- Building a network of supportive peers and mentors who'll guide you at every step.



Career progression

# Where the future can lead in many directions





**By the end of the program,  
you'll have gained:**

- Advanced expertise in leading internal audits.
- Hands-on experience with global projects.
- A professional network that will support your growth.

Qualifications required

Where you can  
**unlock your  
potential**





## This program is for you if:

- You hold a degree in Business, Finance and Accounting or a related field.
- You have a strong motivation and eagerness to pursue a career in Internal Audit.
- You're an excellent communicator with analytical and problem-solving skills.
- You're efficient, a quick learner and you're able to adapt to new situations
- You're willing to travel up to 30% of your working time

Compensation and benefits

# Where everyone has the chance to thrive



**Working at Novartis means feeling valued – for who you are, for what you can contribute right now, and for everything you could be in the future.**

**That's why we offer:**

- Competitive compensation packages.
- Health and wellness benefits to support your work-life balance.
- Opportunities for growth through our learning and development resources.



Application process

Where an  
**exciting  
future could  
start today**

# Join us in reimagining medicine.

For more information about  
early careers at Novartis, visit:  
[www.novartis.com/careers/early-careers](https://www.novartis.com/careers/early-careers)



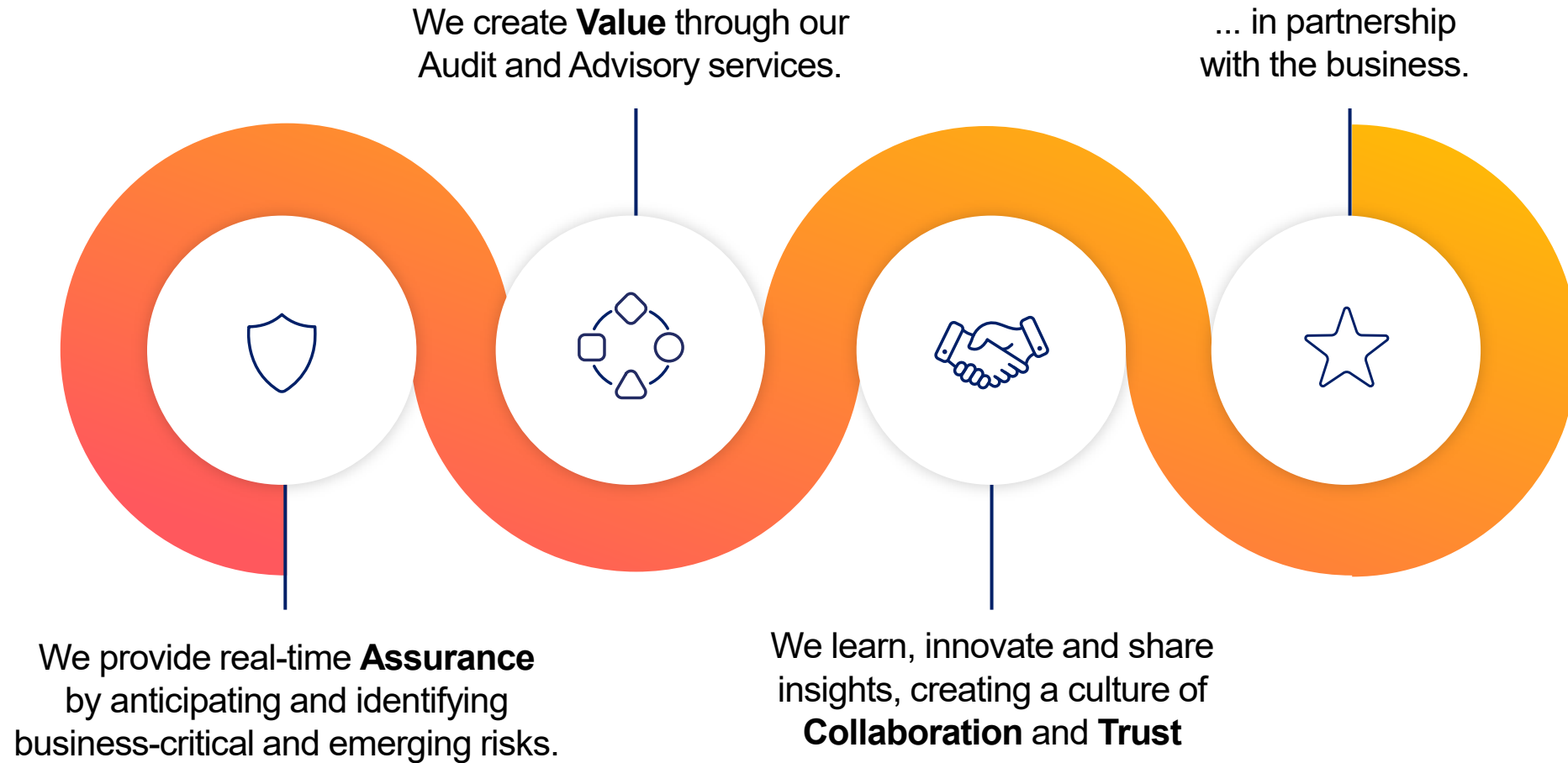
# Learn more about Internal Audit





# Assurance, Collaboration, Trust & Value

## Internal Audit



# The 3-lines model



**Coordinating with other internal and external assurance providers minimizes duplication of efforts, highlights gaps in coverage of key risks, and enhances overall value (IIA Global Standards)**

# Internal Audit products



## Audits

Our internal audits concentrate on evaluating internal controls, operational processes, and compliance with policies and procedures for operationally mature environments. Audits offer an independent assessment, identifying potential weaknesses and suggesting improvements to ensure operations are aligned with company objectives and regulatory requirements.



## Advisories

Our advisories focus on strategic insights, process improvements, and guidance on risk mitigation, technology adoption and organizational transformation for nascent systems and processes.





# Internal Audit process

