

Welcome to Chemical and Analytical Development Early Talent Program (ETP)



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 CHAD Early Talent Program

Your first step in reimagining medicine



“The **Chemical and Analytical Development (CHAD) Early Talent Program (ETP)** is a unique opportunity to collect first experience of applied chemistry in the pharmaceutical industry. It will not only enable you to transfer your theoretical know-how into practice but also to grow your internal network by working on different assignments and rotating through different functional areas.

You will gain a wide perspective and solid foundations in Chemical and Analytical Development.”

Thomas Heinz
VP Global CHAD NCE

Join our CHAD Early Talent Program

If you're a recent graduate excited by the idea to discover global functions of chemical research and development within a global network, this is where your journey begins. Over 24 months, you'll gain hands-on experience in drug development and cutting-edge science and technologies within Novartis.

In this program, you could:

- Design, develop, and transfer chemical processes from the lab to manufacturing plants.
- Support the implementation of new technologies.
- Learn and ensure health, safety, regulatory, and environment aspects of drug development.
- Work on projects that shape the future of medicine.

This program is based in Basel, Switzerland, with opportunities to connect globally. Moving through the program, your scope of tasks and responsibilities will continuously increase, providing you with steady professional and personal growth.

Learning opportunities and development

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



“At Novartis we believe in the power of our people. Collaboration and teamwork is paramount to achieve our objectives in sustainable drug development. In the CHAD ETP you will benefit from mentorship of experienced industry professionals. Throughout, your curiosity and desire to learn will be encouraged and empowered to shape your work, pursue your ideas and take ownership of your own development.

I hope you are inspired to find solutions for challenges in drug development alongside us!”

Greg Mann
CHAD Academic Network
Lead

In this program, you’ll benefit from:

- Immersive training and mentorship tailored to your and the programs development goals.
- Opportunities to shadow industry leaders and learn from their expertise.
- A network of supportive peers and mentors across Novartis and the globe who will guide you.
- Novartis’s international set-up and connection to broaden your expertise, presentation, and communication skills.
- Our commitment for a better and more sustainable future, taking part or starting industry leading initiatives, shaping our all way of work.

At the same time, you can proactively contribute to the program’s development through identifying and pursuing improvement opportunities, organizing trainings, and mentoring junior participants.

Career progression

Where the future can lead in many directions





“Innovation is a key value at Novartis. In everything we do, we strive to bring innovative medicines to patients. Candidates can be part of this adventure and will see how manifold innovation can be – from big game changing ideas to small innovations which improve daily routines.”

Thierry Schlama
Executive Director CHAD
CDU CH

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

- An advanced expertise in chemical development, drug substance manufacturing, and the surrounding landscape, including initial insights into sustainable drug development and its surrounding regulatory, finance, or supply needs.
- Hands-on experience with global outreach.
- A professional network that will support your further growth and future career within pharmaceutical industries.

The learnings and exposure you receive during the ETP program as well as the extensive network acquired along the way, open doors to countless career opportunities. Following the program, our alumni have taken on various prominent roles across Novartis and continue advancing their careers.

Qualifications required

Where you can
**unlock your
potential**



“The CHAD Early Talent Program will enable you to gain insights into the manufacturing world of small-molecule Active Pharmaceutical Ingredients (APIs) and its related career opportunities. Through cross-functional projects in different areas, you will not only be introduced to manufacturing processes but also to related Good Manufacturing Practice (GMP) ...

... regulations and requirements, an essential prerequisite for supplying drug substance to be administered to patients in clinical trials.”

Andreas Knell
Global Head TRD NCE

This program is for you if:

- You are a recent Ph.D. graduate.
- Excellent people and communication skills with a collaborative and international mindset.
- You are fluent in English (written and spoken). German and French are valuable assets.
- Proficient in utilization of special tools, equipment, techniques used in research and development laboratories.
- You have a genuine interest in the pharmaceutical industry and a curiosity to advance into new areas.

“Knowledge sharing, multiple interactions with all managerial levels as well as cooperating with people from different backgrounds helped me to enhance my leadership and interpersonal skills.”

Compensation and benefits

Where everyone has the **chance to thrive**



“In CHAD we aim to advance our process and analytical development as well as manufacturing capabilities through state of-the-art technologies and methodologies to optimally support the Novartis project portfolio. We drive scientific and operational excellence through collaboration in teams, a culture of exchange, targeted training and development, and through continuous learning...

... We cooperate with a global network of universities and research organizations to implement cutting-edge science and technologies for synthesizing and manufacturing drug substances.”

Michael Luescher
CHAD ETP Co-Lead

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, on- and off-Campus.
- Opportunities for growth through our learning and development resources.
- Flexible working hours and locations.

“The ETP program gives you exposure to science and business leaders, allows you to develop valuable skills, and to lead take part and lead company relevant projects.”

Application process

Where an
**exciting
future could
start today**



“The CHAD Early Talent Program is a transformative journey designed to identify, nurture, and empower the brightest young minds in science and technology. Participants gain hands-on experience, working alongside seasoned professionals on cutting-edge projects that have real-world impact. Mentorship and collaboration are at the heart of the program, with each participant paired with a mentor for guidance and support ...

... Participants will enhance their technical skills, leadership qualities and professional networks. By the end of the program, they are equipped with the knowledge, skills, and confidence to take on future challenges.”

Anthony Ehkirch
CHAD ETP Co-Lead

Applying is simple:

- Check the Novartis Career website at [Offene Stellen | Novartis Schweiz](#)
- Submit your cover letter, CV and all credentials online.
- Take part in a brief screening call with our recruitment team.
- Join us for an interview where you will meet the team and showcase your potential.
- Accept your offer and get ready to begin your journey!

Be yourself. We're looking for people who are curious, passionate, and ready to make a difference.

Join us in reimagining medicine.

For more information about
early careers at Novartis, visit:
www.novartis.com/careers/early-careers