

Welcome to the Finance Rotation Program



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 Finance Rotation Program

Your first step in reimagining medicine



As the ‘building blocks’ of a successful finance career are unique to everyone, we have created a Finance Rotation Program, offering new finance professionals exposure to a broad set of experiences.

Finance Rotation Program

The Finance Rotation Program (FRP) helps pave the way into the world of healthcare finance for future industry leaders like you.

Program Duration

In this 3-year program with 12-month rotations, you will dive deep into the world of finance and develop skills to support day-to-day operations.

What you will Gain

You will develop a deep understanding of how various departments at Novartis work together to bring new, innovative medicines to the patients faster.

Location and Mobility

This program is based in Basel, Switzerland, with opportunities of doing a rotation abroad and connecting with colleagues globally.

Join the Finance Rotation Program

If you are a recent graduate excited by the idea of working in various finance departments within the healthcare sector, this is where your journey begins. Over three exciting years, you will gain insights into business functions from research and development to product commercialization through the lens of finance.

In this program, you will:

- Develop a profound understanding of how different finance departments in Novartis work cohesively on a global scale to fast-track the delivery of innovative medicines.
- Continually grow and evolve to cover various business units and geographies. Your rotation plan is never static, providing a unique journey catered to your personal and professional development.
- Join the vibrant FRP community and take part in mentoring, coaching, and learning opportunities with Novartis' leaders and peers.
- Discover your individualized career path within the extensive world of finance and have opportunities to move along your chosen track.

Your journey

Where your career growth takes shape



Further Rotations and Country Experience

- The program offers flexible rotations across various company divisions such as:
 - Commercial Finance
 - Capital Markets
 - Research & Development Finance
 - Digital Finance
- Possibility to do a rotation abroad after the first year of the program.
- Optional 3-week internal audit assignment to enhance financial expertise.
- Opportunity to support worldwide affiliates and contribute to global business growth.

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

Your first rotation will be in Financial Reporting & Accounting (FRA). This role provides essential insights into Novartis' operations and a strong foundation for future careers.

Further rotations are very much based on your interests and career aspirations, with the opportunity to explore different areas, such as:

FRA Function

You will learn about operational aspects and contribute to financial reporting, focusing on accurate bookkeeping and optimizing finance processes; this enhances business acumen and collaboration skills.

BPA Function

In Business Planning and Analysis (BPA), you will support management in setting financial objectives and monitoring business performance, handling budget planning and forecasting, thereby reinforcing critical skills such as communication, financial analysis and problem-solving.

Corporate Function

You will actively be involved in defining the Novartis' strategic priorities, gaining first-hand experience in departments like Treasury, M&A, Credit Risk Management, etc...

Learning opportunities and development

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



Empowering Growth: Standout features of our program include:

- Engagement with the FRP community through feedback sessions, lunches and events.
- Contribution to the design and scope of the program.
- Networking opportunities with leaders, peers and industry experts.
- Experienced FRP members will offer guidance on professional and personal matters through a Buddy Program.

In this program, you'll benefit from:

- Trainings to improve technical and soft skills as well as general knowledge of the company and products.
- Individual coaching and support by senior finance leaders during the three years of the program.
- Performance reviews with your operational manager based on clearly defined team goals and individual objectives.
- Accessing training platforms to develop skills that interest you personally and professionally.
- Discovering which career path fits your individual development and providing opportunities to pursue it.

Career progression

Where the future can lead in many directions





Impressions of FRP alumni

“The FRP built a strong foundation for my career advancement in Novartis from both knowledge and network perspective.”

“The FRP gives you exposure to senior finance and business leaders, allows you to develop soft skills, and to lead relevant projects for the company.”

“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.”

Some Roles of our FRP alumni

- Head CTS Digital Finance
- Senior Financial Analyst
- Treasury Risk Manager
- Senior BPA Manager
- Senior Manager M&A

By the end of the program, you will have:

- Gained broad exposure to various departments and roles within the company, fostering a holistic understanding of its operations.
- Discovered individual career paths within the finance sector that best suits your personal development and career goals.
- Experienced progressive growth in responsibility and task capacity, providing continuous professional and personal development.
- Joined the broad FRP community providing opportunities for mentoring, coaching, and continual learning.

Qualifications required

Where you can
**unlock your
potential**



Qualifications and attributes required for the program:

You have just or nearly finished your Master's Degree with a major in Finance / Accounting & Controlling / Life Sciences or other associated degrees with a proven interest in a Finance Career

You have already obtained your first professional experiences (e.g., internships) in the areas of Finance / Accounting / Financial Services

Being fluent in English (written and spoken) is a prerequisite, German and French are valuable assets

This program is for you if:

- You have a good business acumen paired with strong quantitative, interpersonal and communication skills.
- You demonstrate a genuine interest in the pharmaceutical industry and are eager to discover different areas in Novartis.
- You are a team player, a fast/keen learner, and open to developing skills in technical aspects of a finance position (e.g., SAP, Excel, SQL)
- You are willing to push yourself out of your comfort zone in terms of functional assignments and location

Compensation and benefits

Where everyone has the **chance to thrive**



Perks and rewards of the program:

- Competitive salary packages.
- Flexible working arrangements.
- Health and wellbeing benefits.

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:

- Attractive and competitive compensation packages.
- Comprehensive health and wellness benefits for optimal work-life balance.
- Ample opportunities for professional advancement through our learning and development resources.

Application process

Where an
**exciting
future could
start today**



The Application Process and its Timelines:

- The application window is open for various weeks usually from the end of February.
- Communication of final candidate selection is approximately in June-July period.
- The Program starts in September.

Applying is simple:

- Submit your CV and cover letter online on the Novartis Career website at www.novartis.com/careers.
- Join us for interviews where you will meet the team and showcase your potential.
- Accept your offer and get ready to begin your journey!

Top tip: Be yourself. We are 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