

# Welcome to Translational Medicine Academy in

## Biomarker Development





# 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.



# Novartis Translation Medicine

We are the crucial **bridge between drug discovery and clinical application** at Novartis. Through our work, we increase the speed, quality and productivity of drug discovery.



- Translates novel research findings into clinical hypotheses to ensure that pre-clinical scientific efforts advance the most promising drug candidates and increasing the chance of success by stopping ineffective drugs early.
- Involves studies conducted by clinicians working closely with basic researchers and medical experts worldwide.
- Over **90 %** of drugs entering human studies fail due to lack of safety or efficacy, but negative studies are not failures as they help allocate resources to more promising treatments.
- The cost per successful drug prior to health authority approval ranges from **1.5 to 2 billion USD**, and it can take **10 – 15 years** from discovery to marketing authorization.

TM Academy

# Your first step in reimagining medicine



# Join the TM Academy

TM Academy is a **cross-functional program within Translational Medicine** designed for **career starters, career changers, or career relaunchers**—who are passionate about advancing innovative medicines for patients.

Over two transformative years, TM Academy fellows **gain hands-on experience in early drug development** and clinical trials, contributing to innovative programs and projects that **help bring breakthrough treatments closer to patients worldwide**.

This program is based either **in Basel, Switzerland** or **in Cambridge, United States**, with opportunities to connect globally with colleagues and teams.

## **Career starter**

recent University degree graduate within the past 2 years.

## **Career changer**

professionals with experience who want to pivot their career.

## **Career relauncher**

professionals wanting to return to work after a career break.

# TM Academy

## In this program, you'll:

- Build a strong foundation in translational medicine with support from industry experts.
- Gain hands-on experience by contributing to and supporting a range of translational medicine activities.
- Work on meaningful projects that shape the future of medicine.

**Your journey begins with a basecamp:** 4-week immersive blended experience designed to introduce you to our organization, the drug development process, the various departments in Translational Medicine, the clinical trial process and the tools and technical platforms needed for your work.

**Throughout the program, fellows reunite for continuous learning** focused on soft skills, cross-functional exposure, and thematic introduction series—broadening your perspective beyond your immediate team and function.

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

**Use your knowledge  
and contribute to the  
organization**

Experience

Independent assignment in  
fellow's line function

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**Develop and apply  
specific skills**

Departmental Onboarding

Theory and Experience

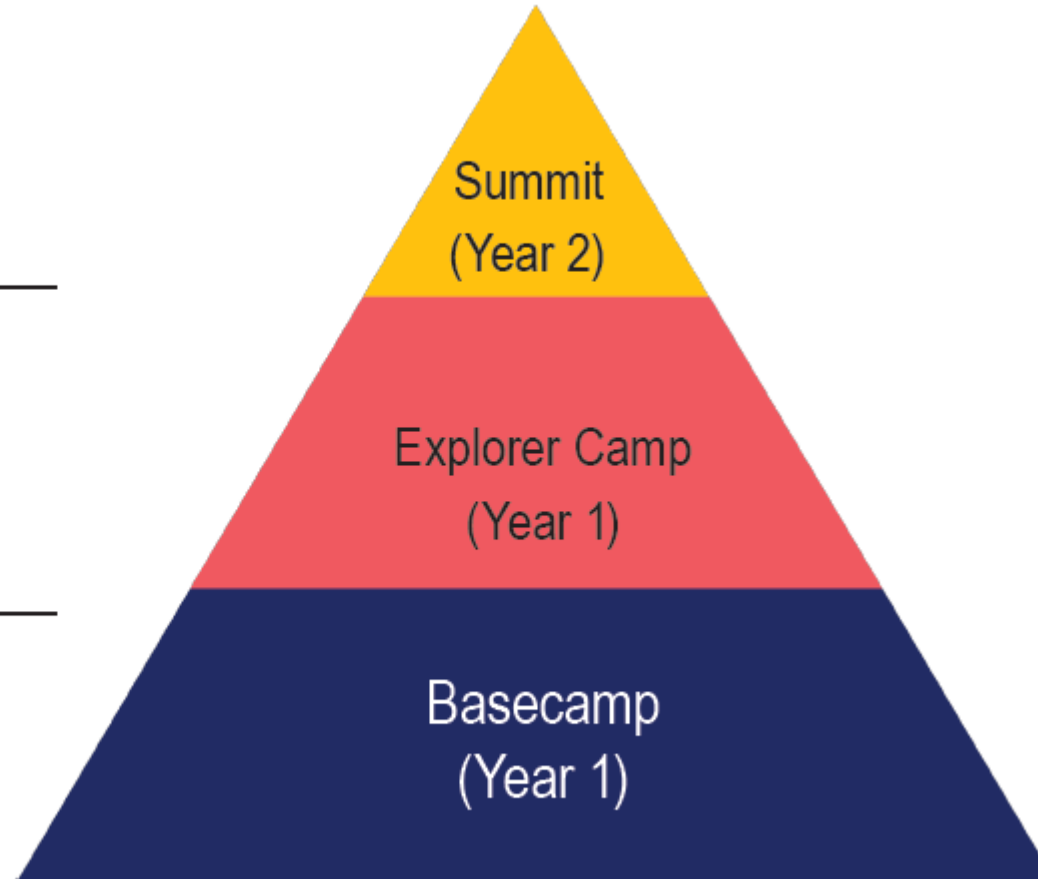
Hands-on practical work in  
fellow's line function

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**Get ready  
with the basics**

Concept and Theory

Complete basecamp training  
(week 1-4)



Your journey

# Where your career growth takes shape



# TM Academy in Biomarker Development (BMD)

Biomarker Development department enables testing of biological and therapeutic hypotheses in clinical trials by developing and analyzing innovative biomarkers.

During the program, you will receive training and mentorship, with the empowerment to learn and work in a diverse and global BMD environment composed of:

## **Molecular and Cellular Sciences:** you will

- be trained in and have access to state-of-the-art biomarker technologies
- learn the basic principles of Biomarker Context of Use and fit for purpose Biomarker validation and develop and implement innovative biomarker solutions to address key scientific and clinical questions
- execute fit-for-purpose biomarker plans, implement internal and external biomarker activities and deliver high quality data.

## **Quantitative Sciences & Innovation:** you will have the opportunity to

- train alongside senior data scientists to analyze high-throughput biomarker data to investigate disease heterogeneity, efficacy of drugs and patient safety
- design and apply new analytics methods on rich multi-modal data such as clinical, omics, genetics, imaging and digital device data
- be involved from the concept of research idea through study design to analysis and interpretation of data creating insights to help drug development decision making.

# TM Academy in Biomarker Development (BMD)

**Laboratory Excellence and Operation:** you will have the opportunity to

- work with biomarker experts and clinical trial leaders to develop biomarker plans for implementation in clinical studies and develop study documentation e.g. clinical protocol biomarker sections, lab manuals.
- perform logistical and operational activities for innovative biomarkers, coordinating with clinical sites, central lab, and external service providers.
- monitor and provide oversight of biomarkers and laboratory assays (e.g. flow cytometry, Immunoassays) at external partners (CRO).

**Clinical Imaging and Analysis:** you will have the opportunity to

- learn about world of imaging in Radioligand Therapy (RLT)
- interview stakeholders across line functions and divisions
- learn about imaging strategy, technology and implementation in clinical trials by working with imaging experts to generate educational content.

**Therapeutic Areas:** you will have the opportunity to

- learn about very diverse diseases across several therapeutic areas engaging with subject matter experts to develop and contribute to integrated and innovative Biomarker strategies and plans
- develop a broad understanding of how innovative technologies coupled to data sciences may influence project decision making.

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 clinical trials across therapeutic areas.
- Opportunities to shadow industry leaders and learn from their expertise.
- Building a network of supportive peers and mentors who'll guide you at every step.
- Being part of a global network of passionate individuals collaborating to solve real-world healthcare challenges.
- Opportunities to teach back and mentor new fellows.

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

- Advanced expertise in BM and clinical trials.
- Hands-on experience with global meaningful projects.
- A professional network that will support your growth.

Qualifications required

# Where you can unlock your potential

# This program is for you if:

- You're passionate about innovation and improving healthcare.
- You're a team player who thrives in a collaborative environment.
- You are an agile learner, ready to shape your journey.
- You are eager to discover and learn about Translational Medicine functions.

## Essential qualifications

- Degree (BA, BSc, MSc, MD, PharmD, or PhD), or equivalent experience.

## Desired skills

- Fluency in English (written and spoken).
- Good organizational, interpersonal collaboration and communication skills.
- Good Office IT skills.



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:**

- Opportunities for growth through our learning and development resources.
- Flexible working arrangements.
- Wellbeing support.

Application process

Where an  
**exciting  
future could  
start today**



## Applying is simple:

- Submit your CV and cover letter online as instructed on Job advert.
- Join us for two interview rounds where you'll meet the team and showcase your potential.
- Accept your offer and get ready to begin your journey!

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

## Other TM functions where you can start your journey:

- **Clinical Science & Innovation** plans and manages the TM clinical portfolio worldwide to support a smooth transition from discovery research to clinical practice.
- **Data Science** enhances drug discovery and development by providing analytical insights and creative solutions.
- **Pharmacokinetic Sciences** integrates all non-clinical and clinical disciplines that characterize the in vitro and in vivo disposition of investigational therapies.
- **Preclinical Safety** provides world class preclinical safety profiling and assessment for optimal drug discovery, development, and commercialization.
- **TM Discovery & Profiling** drives innovative science from discovery to the patient through the selection, profiling and effective development of medicines.

Learn more on [www.novartis.com/careers/early-careers](https://www.novartis.com/careers/early-careers)

# Join us in reimagining medicine.

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