

**Welcome to
Translational
Medicine
Academy in**

**Clinical Science
& Innovation**



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** | Reimagining Medicine



Novartis Translational 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

**Develop and apply
specific skills**

Departmental Onboarding

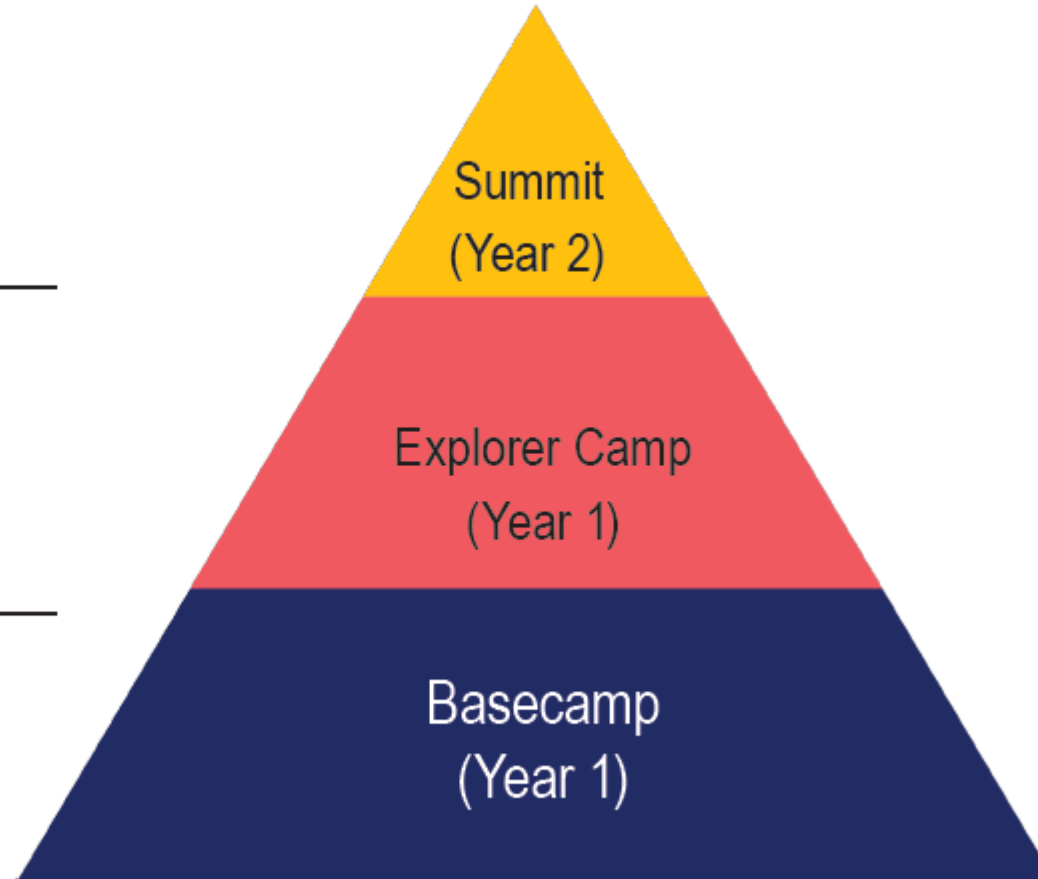
Theory and Experience

Hands-on practical work in
fellow's line function

**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 Clinical Science & Innovation (CS&I)

CS&I plans and manages the TM clinical trials portfolio worldwide to **support a smooth transition from discovery research to clinical practice**. Supported by your peers, manager, and buddy you will embark on a self-driven learning journey where you will continue to develop and apply specific skills related to clinical trial processes.

Explorer Camp - Year 1

You will start your journey with a 2-week departmental onboarding to CS&I and will be **assigned to clinical trials across Therapeutic Areas** to provide operational support. You will be an integral member of the clinical trial team. You will also be exposed to teams within the different CS&I focus areas through shadowing opportunities and ad-hoc project support.

Summit - Year 2

A continuation of your learning journey where you will use your knowledge and experience **to independently provide operational support to your assigned clinical trials**. During your journey to the summit, you will also have a unique opportunity to deep dive into one of the CS&I focus areas.

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 clinical trial operations.
- 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 are passionate about innovation, improving healthcare and clinical research operations.
- You are 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.
- Fill out the questionnaire we will send you.
- 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:

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

Join us in reimagining medicine.

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