

**Welcome to
Translational
Medicine
Academy in**

**TM Discovery
& Profiling**



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

TM Academy is a **cross-functional program within Translational Medicine**. TM Academy in Discovery and Profiling (TMDP) is designed for physician-scientists to explore early phase clinical drug development in the context of a pharmaceutical company. Ideal candidates are **career explorers/visitors and 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**.

Campus Hosting Rotation

To support global engagement and site-specific depth, fellowship applications will be welcomed at **Cambridge, MA** in even years (e.g., 2026, 2028) and **Basel, Switzerland** in odd years (e.g., 2027, 2029).

Career explorers/visitors

professionals with clinical and research experience who want extended time in drug discovery that may facilitate a career pivot.

Career relaunchers

professionals with relevant experience 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.
- Access to tailored on-going mentorship to maximize your learning at Novartis

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

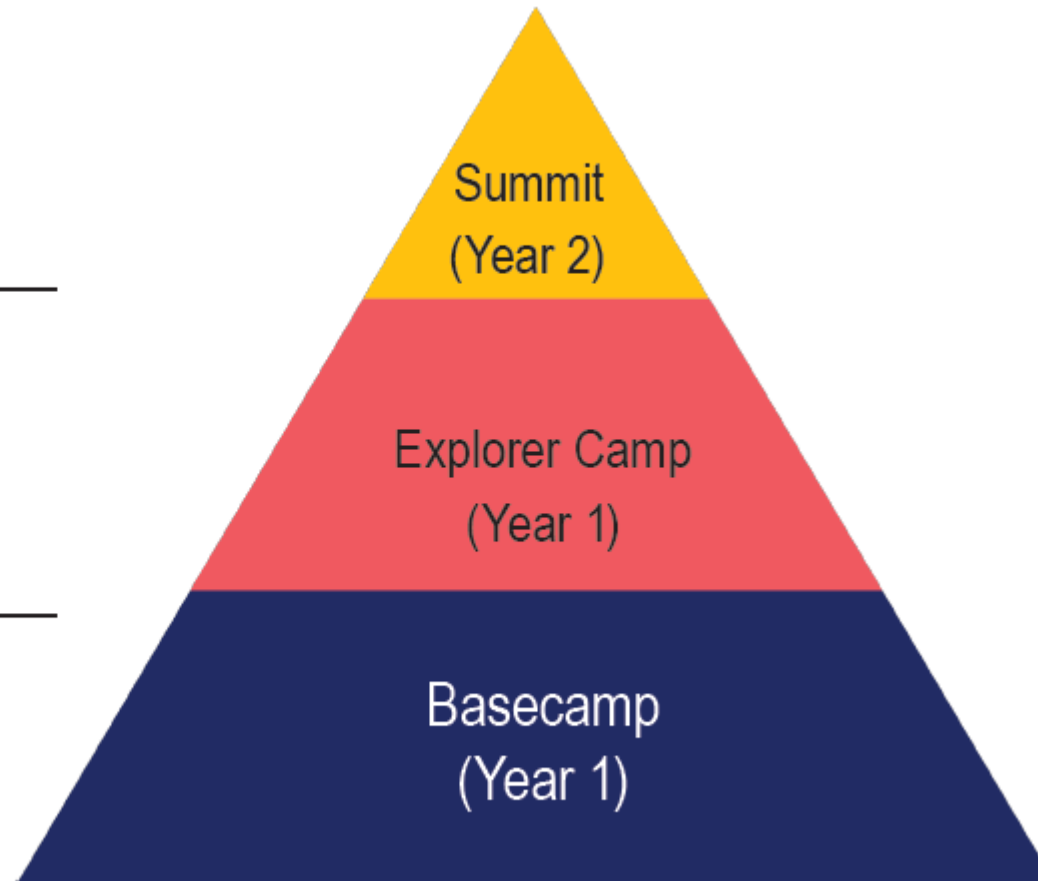
Theory and Experience

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 Discovery & Profiling (TMDP)

TMDP drives innovative science from discovery to the patient through the selection, profiling and effective development of medicines.

The TM Academy in TMDP is a prestigious and rigorous training program designed to **cultivate the next generation of leaders** in translational medicine and drug discovery.

TMDP **offers three unique pathways** for highly motivated individuals to immerse themselves in the dynamic environment of TMDP, gaining hands-on experience in various aspects of drug discovery and development:

1) Early Career Physician

This program is designed for physicians who have completed their advanced specialty clinical training, such as residency and fellowship. Ideal applicants will have **1-5 years** of research experience, demonstrating a strong foundation in their specialty area. Specialty areas include, but are not limited to, internal medicine, cardiovascular, metabolism, critical care, immunology, nephrology, global health, dermatology, surgery, pediatrics, and neurology.

The selected fellow is expected to spend at least **80%** of their time at Novartis during the fellowship, gaining hands-on experience in various aspects of drug discovery and development.

TM Academy in Discovery & Profiling (TMDP)

2) Established Academic Physician

This program is for physician-scientists who have completed their training and now hold a faculty position at an academic medical institution. The selected fellow should have **5-10 years** of clinical and research experience in academia. This person would bring a unique expertise to Novartis (i.e., in depth knowledge of a specific disease) and that they would work on a project related to their area of expertise. The selected fellow would remain as faculty members at their home institution, but spend at least **80%** of their time at Novartis (i.e., 4 days a week).

3) Clinical Pharmacology (only Basel, Switzerland)

This program is tailored to physicians/scientists who are currently pursuing or completing training in clinical pharmacology. The training for the Medical Specialist in Clinical Pharmacology appears to exist mainly in Europe. Qualified candidates from other locations will also be considered.

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, guided experience developing key deliverables, including, but not limited to:
 - Trial protocols, Investigational New Drug (IND) submissions, medical monitoring reports, scholarship and publications, and Integrated Development Plans (IDP)
- Building a network of supportive peers and mentors who'll guide you at every step.
- Be part of a global network of passionate individuals collaborating to solve real-world healthcare challenges.

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

- Expertise in clinical trial design, preparation, monitoring and operation.
- Skills in assisting scientists progress pre-clinical programs towards the clinic.
- Hands-on experience with global projects and identifying unmet medical needs.
- 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 - MD and MD/PhD candidates are strongly encouraged to apply. PhDs with relevant clinical or medical experience are also welcome (Basel only).

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 are part of the TM Academy:

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

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