

## Careers in People & Organization

At Novartis, we in the People & Organization team are here to unleash the potential of our colleagues so we can continue to reimagine medicine for millions of patients around the world.

We are a team of trusted partners who support the delivery of the Novartis Strategy & Priorities through the attraction of colleagues with diverse skills, capabilities and backgrounds who are:

- rewarded and recognized through flexible, short and long term incentives and benefits;
- supported by an organizational structure designed to provide a consistent positive employee experience; and
- engaged and developed through a diverse and inclusive culture that is 'Inspired, Curious & Unbossed'.

18 000

### Career opportunities available annually (2019)

3 600

### Internal transfers

8 658

### Promotions (2019)

1 300+

### International career moves

### Our Culture

For us at Novartis, culture is the way we do things – it's the way we show up, the way we interact and the way we get stuff done. In order to build on our strong history of innovation, we need to reimagine how we work together, which means aspiring to a culture where everyone is Inspired, Curious and Unbossed.

We are in the business of discovery and we'll deliver more for patients if we break down barriers to innovation and unleash the power of our people through our culture change.

As we evolve into a more focused medicines company powered by data science, advanced therapy platforms and breakthrough innovation, our culture will continue to determine how we perform.

So how does our Inspired, Curious and Unbossed culture actually impact our people in their daily lives?

#### Inspired

By our purpose to reimagine medicine and to feel empowered to be our best selves.

#### Curious

By being compassionate to one another, externally focused and curious about new ideas that can produce better outcomes for patients.

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**Unbossed**

By creating empowered and accountable teams through servant leadership.

**Why join P&O at Novartis?**

As trusted visible partners, we have a seat at the table. We embrace innovation and are unbossed to test and fail. At the Country level, we have the ability to positively impact our organisation and patients as part of a local business, but with the stability and investment of a larger company.

**Support given to our associates during COVID-19**

As the reality of the COVID-19 pandemic hit us this year it left many of us feeling vulnerable as we adapted to new ways of living and working. In turn, it was our role in the P&O space to orchestrate programs to care for our people and help them support their loved ones during this period. Click on the image below to hear from our Chief People & Organization Officer, Steven Baert on the ways we supported our people.



[Learn More](#)



6 years, 4 roles and 2 countries. Since joining Novartis, I have experienced exciting challenges and had exposure to innovative projects within P&O. The Digital transformation journey we have started has given me so many opportunities to develop my professional skills and grow my career.

**Elzet**, P&O Service Enablement Manager

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