

## Working at Novartis Austria

**We offer the attractive working environment of an international company with numerous opportunities for professional and personal growth.**



At Novartis you will work with talented people from all over the world who want to make a difference for our patients and customers.

Have a look at what we've already achieved together in the video! For example, we supply 5 million people in Austria with our medicines every year.

Grow with us professionally and personally and you will see: Good performance is rewarded - our success-oriented remuneration system makes sure of that.

## **Full speed ahead: on the road to success in multicultural teams**

At an international company like Novartis, which is strongly focused on performance, goal orientation and initiative are basic requirements.

In a working environment where global teams collaborate across different time zones and cultures, the ability to work in a team and strong interpersonal skills are particularly important. Successful Novartis employees are also characterised by the ability to find innovative solutions and the necessary assertiveness.

## **Corporate culture**



We want to improve patients' health and provide them with innovative, effective and safe products and services. Novartis aims to be a trusted, leading healthcare company that transforms the practice of medicine.

With this vision comes great ethical, social and environmental responsibility. Novartis consciously meets this responsibility by maintaining correct and fair dealings with partners, authorities, the public and our own associates. Only through loyal and tireless commitment can our mission be implemented and brought to life in the long term.

Fairness, respect, openness and transparency are important and self-evident elements of our corporate culture. A culture that makes our employees proud of "their" company and offers them a wealth of opportunities to exploit potential and develop themselves. Our "Choice with Responsibility" home office arrangement is also intended to contribute to this. Our employees have the option to flexibly choose the working modality in which they can work best.

At Novartis, we consider life to be our most precious commodity - so we especially celebrate when new life is created and our associates' families grow. That's why we offer them - regardless of gender - a minimum of 14 weeks' paid parental leave, starting from birth, adoption or admission to care.

We believe that diverse teams are a great asset to our organisation. That's why we strive to provide an environment where every employee is allowed to show up and be who they are. You can see more about this in this video:

## **Career development - looking to the future**

Novartis wants to attract and successfully retain the best talent. That's why we attach great importance to the professional and personal development of our associates.

Because the best way to foster loyalty and commitment is to offer them career development opportunities that also meet their personal goals.

How do we support our employees in this? You can see in the video:

## **Careers in Austria**

The Novartis Group offers opportunities and challenges in a wide range of tasks and responsibilities.

We are looking for professionals, specialists and generalists with interest and competence in functions along the entire value chain: from development to manufacturing, from quality management to quality assurance to sales, from purchasing to supply chain to financial tasks, from human resources agendas to training tasks to marketing functions.

## **Newcomers and professionals**

We offer the attractive working environment of an international company with numerous opportunities for professional and personal growth. Find out now about open positions based on your interests and skills.

<https://www.novartis.com/at-de/karriere/stellenangebote#country=AT>

## **Apprenticeship with the drug manufacturer**

As an "excellent Tyrolean training company", the Novartis production site in Kundl is one of the largest training companies in the region. The company focuses on three areas in apprenticeship and training: Apprenticeship training, training of adults in second-chance education and apprenticeship after the Matura. You can find more information about apprenticeship training at <https://www.novartis.com/at-de/karriere/lehre>.

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