

Early career

Novartis is steadfast in our commitment to attracting and retaining a diverse and inclusive workforce to meet the needs of our patients and communities we serve.

As part of our overall Talent strategy, we have opportunities available for individuals with varying levels of experience. In addition to our experienced professional hiring processes which comprise the majority of our recruitment, our Early Career opportunities are designed to be available to talent with 0-4 years of experience post degree all degree levels.



3 500

Courses from 190 leading universities

14 500

LinkedIn Learning courses

100

The number of hours of learning we aspire to provide every year

8 500

Soft skill courses & resources

School Students

Community Exploration & Learning Lab (CELL)

The CELL @ Novartis excites the Cambridge and greater Boston community about biomedical science and drug discovery through hands-on experimentation and minds-on problem solving. The program's expeditionary science curriculum connects science lessons aligned with the Next Generation Science Standards (NGSS) with NIBR research activities by engaging science teachers, school administrators and other educators. Novartis scientist volunteers mentor and coach students during the lessons and provide authentic stories about their education and career path.

CELL offers biomedical laboratory experiences to middle/upper school (6th-8th grade) and high school (9th-12th grade) students; students must be at least 11 years of age to participate in a CELL experience.

[Read More](#)

Internships

Novartis Summer Internship Program

Our 12-week internship program offers a unique opportunity to gain hands-on industry experience across 9 divisions and 25+ functional areas. You will gain access to a series of networking opportunities throughout the summer and learn what it means to reimagine medicine for millions of patients in a diverse & inclusive company.

[Ready to apply?](#)



3.9 billion invested in US-based research and development at Novartis. I've been inspired as an intern here by the commitment to innovation and the purpose of Reimagining Medicine.

Taylor – Summer Intern



766m lives are touched by the Novartis group. As a marketing intern, not only could I see how my efforts impacted patients' lives, but the unbossed culture encouraged me to self-manage and develop to be a better professional.

Chris – Summer Intern

Novartis Gene Therapies Internship Program

Our 12-week internship program at Novartis Gene Therapies offers a unique opportunity to gain hands-on experience in one of the most cutting-edge areas of medicine. You will receive support from our managers on your journey with us and work in an unbossed collaborative environment that supports personal and professional growth.

[Ready to apply?](#)

Novartis Institutes for BioMedical Research (NIBR) Summer Internship Program

The NIBR Summer of Science research internship is a paid 10-week program for undergraduates. In this program you will design and execute experiments, learn new experimental techniques, and build an understanding of scientific concepts, all while learning about drug discovery projects from experts. This is a great way to explore the diversity of career options the biomedical industry has to offer and cultivate a network

with fellow interns and NIBR scientific leaders.

[Click to learn more about the program](#)

[Ready to apply?](#)

Postbaccalaureate

Novartis Institutes for BioMedical Research (NIBR) Postbaccalaureate

The NIBR Postbaccalaureate Program (PRISM) is a Gateway to Graduate School program for highly talented students from historically under-represented groups in science. In this 2-year program you will be carefully matched with scientific mentors to conduct innovative and interdisciplinary basic research to deepen your understanding of scientific concepts, share research at local seminars and national conferences and evaluate scientific articles while developing presentation and active listening skills. You will also engage in graduate/professional school preparations, participating in a thriving community of interns, scholars, post-docs, and mentors.

Eligibility: Recent college graduate with major in relevant scientific area and a strong desire to pursue a PhD or MD/PhD degree in biomedical research.

[Click to learn more](#)

[Ready to apply?](#)

Postdoctoral

Novartis Institutes for BioMedical Research (NIBR) Postdoc Program

The global NIBR Postdoc Program is designed to develop the next generation of scientific leaders. You will be training in fundamental science with a therapeutic focus where you will be expected to publish in high impact journals and present their research at high profile conferences, all while being mentored on cutting-edge exploratory research projects. This robust program is designed for early talent with an entrepreneurial mindset.

The NIBR Postdoctoral Program provides unique opportunities for early-career scientists to perform innovative research in a world-class pharmaceutical setting with either a Discovery or Innovation emphasis suited to each fellow's career aspirations. Discovery Fellows join NIBR for 3-4 years to tackle fundamental scientific challenges and publish their research in high-caliber peer-reviewed journals and present at international meetings. Innovation Fellows bring an entrepreneurial mindset and are empowered to gain first-hand experience in the design and development of breakthrough therapies and innovative technologies on their journey to becoming genuine drug hunters. The term of the Innovation Fellowship is 2 to 3 years. All Fellows are mentored by NIBR principal scientists and benefit from a robust curriculum and a vibrant postdoctoral community.

[Click to learn more](#)

[Ready to apply?](#)

Experienced Career Programs

Clinical Sciences and Innovation Academy

The 2-year program in Clinical Trial Operations at Novartis offers you the unique opportunity to enter the pharmaceutical industry, gain insights and experience in the end-to-end clinical trial process, study design and

trial types. You will receive training and mentoring by our clinical trial experts, be empowered to do and learn, and work in a diverse and inclusive environment.

[Download the Clinical Sciences and Innovation Academy Infographic \(PDF 0.2 MB\)](#)

Applications for 2022 closed, stay in touch for 2023 updates to come.

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