Career at Novartis

Becoming part of Novartis in the Czech Republic means joining a diverse, inclusive and dynamic work environment. We employ people of more than 80 nationalities who speak 33 different languages. We offer numerous job opportunities in the Innovative Medicines and Novartis Corporate Center Prague divisions, in positions such as marketing, sales, finance, IT, human resources and more. You will find a list of current job openings here.

We have been certified as Top Employer third year in a row.

Corporate culture

Talented, determined and responsible people from different backgrounds are essential if we are to fulfill our mission, which is to change the future of medicine. We give our employees the opportunity to reach their full potential and create a corporate culture that inspires, promotes curiosity and offers the necessary freedom.

We at Novartis are a motivated community, full of life, characterized by the words **inspired, curious and unbossed**.

- **Inspired**

  Our goal is to answer the desire many people have for meaning and fulfilment in their work. Thus, we want to make sure our people see the huge contribution that their work makes, to empower them to be their best selves every day and to achieve their personal and professional goals.

- **Curious**

  We believe curiosity drives discovery. To develop innovative medicines and breakthrough healthcare solutions, we need curious minds with a continual desire to learn and a passion to discover new and better ways to achieve their objectives.

- **Unbossed**

  Naši lidé jsou nejvíce produktivní a kreativní, když mají prostor podílet se na utváření svého pracovního prostředí a možnost prosazovat své nápady. Podporujeme naše leadery, aby odstraňovali překážky a podporovali své týmy k dosahování jejich plného potenciálu. Dáváme jim také nástroje k tomu, aby si lépe uvědomovali svůj dopad na tým a stanovovali si jasné cíle.

Benefits

We believe employee welfare is a key component in supporting their full potential. Our benefits allow employees to better manage their work-life balance, which allows them to bring their best self to work every day in the name of fulfilling our mission.

- **Energized for life**

  A well-being program for employees that offers numerous activities throughout the year - such as meditation, consultation with a psychologist, yoga and exercises at the workplace or online, lectures on a healthy lifestyle and mental health, sports challenges and much more.

- **Choice with responsibility**

  Employees can choose how, where and when they work. Their responsibility is to inform the manager and align their work with the needs of their team.

- **Equal parental leave**

  We offer both parents 14 weeks of paid leave following the birth or adoption of a child.

- **Meal allowance – Ticket restaurant card**
- **Multisport card**
- **Edenred cafeteria benefit points**
- **Contribution to supplementary pension insurance**
- **Life insurance**
- **Transport allowance or contribution towards a company car**
- **Healthcare program**
- **Sick days**
- **Spark employee recognition program**

Personal development

Our success largely depends on the success and talent of our people. That's why we continually offer them the opportunity for further development and training. They can decide the direction of their own personal development in the spirit of Unbossed. We strive to ensure every employee devotes 100 hours to learning each year. Employees have access to 3 500 courses from 190 of the world's leading universities on the Coursera platform and 14 500 LinkedIn programs. For the most part, we support courses on soft skills, digital skills, managerial skills and language programs.

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