

## People and culture

Everything we do at Novartis is inspired by our purpose to reimagine medicine to improve and extend people's lives. It's this purpose that drives us, that challenges us.

We are curious to explore the unknown. We constantly look for breakthrough innovations; embracing digital and data technologies, smarter thinking and braver decision-making.

We also welcome change. We are taking a new path grounded in collaboration, listening, learning and sharing. We know that the best way to reimagine medicine is by harnessing talent from every part of the organisation, by building relationships and by welcoming fresh ideas from within and outside of our company.

## Developing and rewarding our people

**1,300. That's how many people we employ in the UK.**

We have many types of employment opportunities spanning sales and marketing, through to regulatory and medical roles. We have opportunities for people across different stages of their careers, from undergraduate placements and apprenticeships, new graduates and those more experienced in the industry.

[Review our latest career opportunities here.](#)

**95%. The number of people in our UK pharmaceutical business who feel motivated to deliver our core purpose.**

Our company culture is guided by high ethical standards. [Our values](#) help guide the choices people make every day, and they define our culture and help us execute [our mission](#): to discover new ways to improve and extend people's lives.

**8. We've been awarded the exclusive UK Top Employers award for the last 8 years.**

Our people make our business. They discover, develop and facilitate access to our medicines. We have created a working environment that enables our associates to truly invest in their careers by giving them the support and flexibility they need.

**26. The number of weeks paid parental leave for both men and women at Novartis UK.**

At Novartis, we recognise the moments that matter. One of these key moments is when our associates welcome new life into their lives. In the UK, and as part of our Global Parental Leave Policy, all new parents will receive 26 weeks of paid leave from January 2021.

**5. The number of years within which we have committed to deliver our pay transparency pledge.**

We are committed to having a work environment where employment-related decisions, including selection and compensation, are based on skills, qualifications and other job-related business criteria.

We pledge to:

1). Eliminate the use of historical salary data when making job offers,

- 2). Share internal and external pay benchmarks with our people,
- 3). Achieve gender-balance in management in the next five years.

### **3. The number of new employee wellbeing initiatives recently introduced.**

We have a range of wellbeing initiatives that help our people enjoy a healthy personal and work-life balance, including bespoke support for associates affected by cancer and mental health challenges. Also, as part of our Energised for Life programme we want all our people to be their best self every day, and live our cultural aspiration to be inspired, curious and 'unbossed'.

### **42%. The number of management positions worldwide that are occupied by women.**

We embrace diversity and inclusion. Diversity enhances our ability to see the world through the eyes of our patients, and enables us to deliver insight-driven, creative solutions to meet their needs. We empower our people to be their best self; we value diversity of thought, and trust in associates' ability to make things happen. We believe that when you don't have to compromise who you are, you will dedicate your energies to reimagining medicine.

If this sounds appealing to you, please [search for open positions at Novartis UK](#).

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**Source URL:** <https://www.novartis.com/uk-en/about/people-and-culture>

#### **List of links present in page**

- <https://www.novartis.com/uk-en/uk-en/about/people-and-culture>
- <https://www.novartis.com/uk-en/careers>
- <https://www.novartis.com/uk-en/uk-en/about/who-we-are/values>
- <https://www.novartis.com/uk-en/uk-en/about/who-we-are/mission>
- [https://www.novartis.com/uk-en/careers/career-search?country%5B0%5D=LOC\\_GB&field\\_alternative\\_country%5B0%5D=LOC\\_GB](https://www.novartis.com/uk-en/careers/career-search?country%5B0%5D=LOC_GB&field_alternative_country%5B0%5D=LOC_GB)