

Working at Novartis Austria

Novartis is a place of extraordinary possibilities

And possibilities start with you!

Are you looking for an exciting job where you can grow professionally and personally?

Do you want to shape and change your area of expertise?

And you want your work to make a difference for many patients - here in Austria and around the world?

Then you've found the right place.

We are one of the leading pharmaceutical companies in the country and one of the largest private employers in Tyrol.

With around 3,300 employees at our development and production centers in Kundl and Schafteuau and the Innovative Medicines location in Vienna, we live our mission every day: to improve and extend people's lives. We are committed to providing patients in Austria and around the world with innovative, life-changing therapies – especially those with unmet medical needs.

Something that unites many of our colleagues is their personal "why" - a meaningful reason that motivates them time and time again. After all, working in a pharmaceutical company is not a job like any other. Personal experiences with illnesses of loved ones is often part of the personal motivation.

But our colleagues explain this much better:



Employer with distinction

Our excellent working conditions were once again confirmed this year by the independent Top Employer Institute and prove that we are strongly oriented towards the needs and well-being of our employees.



We were also awarded the "We are inclusive" seal of approval by the Tyrolean Ministry of Social Affairs. This recognizes companies that employ and/or train employees with disabilities or health impairments in an inclusive manner.

Diversity unites

Novartis in Austria is a place where diversity is valued and where people from different backgrounds and with different experiences feel at home. We care for each other as much as we care for our patients – because caring is in our nature.

What we offer

Our associates share an exciting work environment with interesting career opportunities. You also have access to a wide range of attractive additional benefits.

For example:

- Bonus: Annual bonus/incentive payments based on company results
- Training and continuing education: Support between 25 and 100 % for internal/external programs
- Hybrid Working: Flexible work arrangements
- Parental leave: 14-week paid parental leave for mothers and fathers from birth, adoption or start of care for a child (in addition to the legal regulation for all genders)
- Company childcare: for children between 18 months and 6 years (Kundl and Schafftenau)
- Vacation childcare: For school children between the ages of 6 and 12, near the locations in Kundl and Schafftenau during summer vacations
- Sabbatical: Time off up to one year with guaranteed return (from 5 years of employment)
- Employee Assistance Program (EAP): Free counseling in difficult situations – professional and private
- Wellbeing: Wide range of offers relating to exercise, ergonomics, nutrition and health
- Employee Resource Groups (ERGs): A meeting place for interaction, communication and exchange
- TalentMatch: AI platform for personalized career opportunities
- Anniversary bonus: Depending on length of service
- Meal subsidy: Discounted food options (subsidy or voucher)
- Pension fund: Company supplementary pension
- Private health insurance: Voluntary participation in group health insurance with UNIQA
- Accident insurance: Additional protection for occupational, business and leisure accidents
- Company transport: Free bus transfers to Kundl and Schafftenau and travel allowance for public transport
- Associate referral program: 1500 € (gross) bonus for successful filling of vacancies through recommendation
- Christmas gift: Shopping voucher (depending on company earnings)
- Xchange: Online platform for internal Novartis networking
- Caring for Colleagues: A supportive community of volunteers from Medical and People & Organization as well as associates willing to help Novartis employees and their families whose lives have been affected

by cancer, cardiometabolic or neurological diseases

- We are convinced that diverse teams are a great asset to our company. That's why we strive to offer every employee an environment in which they can show themselves and be who they are. You can see more about this in this video:

Your career at Novartis in Austria

Newcomers and professionals

At our three sites, we offer opportunities in a wide variety of tasks and areas of responsibility. We offer the attractive working environment of an international company with numerous opportunities for professional and personal development.

We are looking for professionals, specialists and generalists with interest and expertise in functions along the entire value chain: from development to production, from quality management to quality assurance to sales, from purchasing to supply chain to finance tasks, from HR agendas to training tasks to marketing functions.

If you are interested in working at our production site in Tyrol, send us your application to:
jobs.tirol@novartis.com.

Click here for our vacancies: <https://www.novartis.com/at-de/karriere/stellenangebote>

All other open position at Novartis you can find here: [Careers at Novartis](#)

Apprentices

Our Novartis sites in Kundl and Schafftenau are among the largest training companies in the region. We have been training apprentices since 1954 and do so with great passion and responsibility.

For our apprentices, this means that they can choose between five exciting apprenticeships and receive comprehensive training. We call this the "trial concept", i.e. learning on the job, at vocational school and - this is special - also at our own training center in Kundl (managed by AXILS GmbH).

You can find more information about training at Novartis here: <https://www.novartis.com/at-de/karriere/lehre>.

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