Your future in early drug development starts with the **Translational Medicine Academy**

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Translational Medicine (TM) - who we are

We are the crucial **bridge between drug discovery and clinical application** at Novartis. Working at the intersection of science and medicine, Translational Medicine builds on research breakthroughs in the laboratory to rapidly develop new therapies that address unmet medical needs.

Through our work, we increase the speed, quality and productivity of drug discovery and development by Novartis and **play a pivotal role in bringing innovative medicines to patients.**

950+

associates in TM

400+

portfolio projects supported

If you want to become part of it join our Translational Medicine Academy!

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TM Academy

Our mission is to create a best in class on-the-job learning Academy to attract, develop, and retain talents.

Embark on a 2-year Learning Journey from Base Camp to Summit

Use your knowledge and contribute to the organization

Experience

Independent assignment in fellow's line function

Develop and apply specific skills

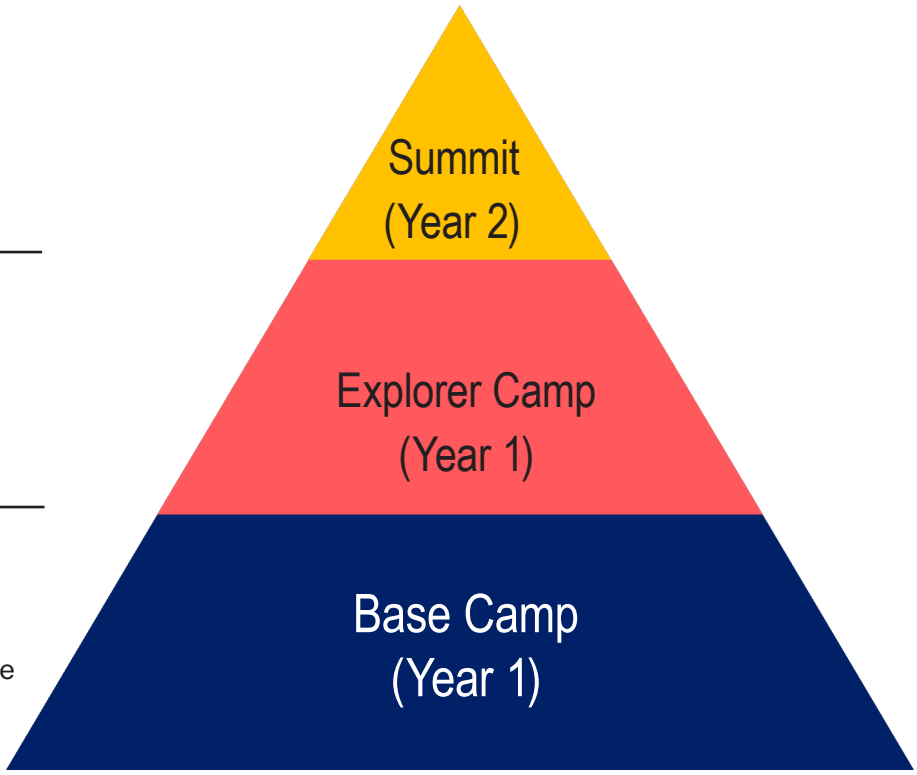
Theory and Experience

Hands-on practical work in fellow's line function

Get ready with the basics

Concept and Theory

Complete boot camp and base camp (3 to 7 weeks) training



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During the Academy you will

- Be trained and onboarded by experts
- Embark on a progressive, blended and flexible learning experience covering conceptual, theoretical and experimental techniques
- Gain hands-on experience by contributing to and supporting a range of translational medicine activities
- Broaden your professional horizon within the TM function you applied to

TM Academy is looking for three different profiles:

- **Career starters:** recent University degree graduate within the past 2 years
- **Career changers:** professionals with experience who want to pivot their career
- **Career relaunchers:** professionals wanting to return to work after a career break

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Qualifications and Requirements

As an ideal candidate, you are/have:

- Genuine interest in the pharmaceutical industry
- Eager to discover and learn about one of the Translational Medicine functions
- Agile learner, ready to shape your journey
- Team player and able to work independently
- Good organizational, interpersonal, collaboration and communication skills
- Fluent in English (written and spoken)
- Degree (BA, BSc, MSc, MD, PharmD, or PhD).
  For the TMDP path MD, PhD, MD/PhD in relevant scientific field is required.
- Strong data science skills including machine learning and statistical techniques (only for Data Science and BMD - QSI)
- Good Office IT skills
- **Detailed requirements for each TM function will be described on the Job posting**

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TM functions where you can join us:

Biomarker Development enables testing of biological and therapeutic hypotheses in clinical trials by developing and analyzing innovative biomarkers. Learn more on **page 7.**

Clinical Science & Innovation plans and manages the TM clinical portfolio worldwide to support a smooth transition from discovery research to clinical practice. Learn more on **page 8**.

Data Science enhances drug discovery and development by providing analytical insights and creative solutions. Learn more on **page 9.**

Pharmacokinetic Sciences integrates all non-clinical and clinical disciplines that characterize the in vitro and in vivo disposition of investigational therapies. Learn more on **page 10.**

Preclinical Safety provides world class preclinical safety profiling and assessment for optimal drug discovery, development, and commercialization with state-of-the-art regulatory compliance. Learn more on **page 11**.

TM Discovery & Profiling drives innovative science from discovery to the patient through the selection, profiling and effective development of medicines. Learn more on **page 12**.

Even though each function is specific, TM Academy has a unified structure for all, with a focus on training and hands-on experience.

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Biomarker Development

During the program, you will receive training and mentorship, with the empowerment to learn and work in a diverse and global BMD environment composed of:

Molecular and Cellular Sciences: you will

- be trained in and have access to **state-of-the-art biomarker technologies**
- learn the basic principles of Biomarker Context of Use and fit for purpose Biomarker validation and develop and implement innovative biomarker solutions to address key scientific and clinical questions
- execute fit-for-purpose biomarker plans, implement internal and external biomarker activities and deliver high quality data.

Quantitative Sciences & Innovation: you will have the opportunity to

- train alongside senior data scientists to analyze high-throughput biomarker data to investigate disease heterogeneity, efficacy of drugs and patient safety
- design and apply new analytics methods on rich multi-modal data such as clinical, omics, genetics, imaging and digital device data
- be involved from the concept of research idea through study design to analysis and **interpretation of data** creating insights to help drug development decision making.

Laboratory Excellence and Operation: you will have the opportunity to

- work with biomarker experts and clinical trial leaders to **develop biomarker plans** for implementation in clinical studies and develop relevant study documentation, including clinical protocol biomarker sections, lab manuals, informed consent forms
- perform logistical and operational activities for innovative biomarkers, coordinating with clinical sites, central lab, and external service providers
- monitor and provide oversight of biomarkers and laboratory assays (e.g. flow cytometry, Immunoassays) at external partners (CRO).

Clinical Imaging and Analysis: you will have the opportunity to

- learn about world of imaging in Radioligand Therapy (RLT)
- interview stakeholders across line functions and divisions
- learn about **imaging strategy**, technology and implementation in clinical trials by working with imaging experts to generate educational content.

Therapeutic Areas: you will have the opportunity to

- learn about very diverse diseases across several therapeutic areas engaging with subject matter experts to develop and contribute to integrated and innovative Biomarker strategies and plans
- develop a broad understanding of how innovative technologies coupled to data **sciences may influence project decision making.**

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Clinical Science & Innovation

Career starters, career changers, career re-launchers share experiences and knowledge with each other throughout the 2-year learning journey while providing operational support to clinical trials.

Boot Camp - Year 1

Your journey begins with a **3-week immersive blended experience** designed to introduce you to our organization, the drug development process, the history of ethics and safety, Good Clinical Practice (GCP), the Regulatory environment, and the tools and technical platforms needed for the execution and maintenance of clinical trials.

Base Camp - Year 1

Your journey continues with a 4-week program that will take you **through the clinical trial process from conception to end of study**. You will learn from experts in the field.

Explorer Camp - Year 1

Supported by your peers, manager, and mentor you will embark on a self driven learning journey where you will continue to develop and apply specific skills related to clinical trial processes. In explorer camp, **you will be assigned to clinical trials across Therapeutic Areas to provide operational support. You will be an integral member of the clinical trial team.** You will also be exposed to teams within the different CS&I focus areas through shadowing opportunities and short-term project support.

Summit - Year 2

A continuation of your self driven learning journey where you will use your knowledge and experience to independently provide operational support to your assigned clinical trials. During your journey to the summit, you will also have a unique **opportunity to deep dive into one of the CS&I focus areas**.

CS&I Focus Areas

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Data Science

Unlock the Future of Medicine with Data Science!

What you can expect:

- **Data Science Impact:** Apply your expertise to help advance the development of innovative medicines.
- **Collaborative Environment:** Join Novartis' Translational Medicine Unit and work alongside dedicated physicians and scientists.
- **Key Role:** Enhance drug discovery and development through data science by providing analytical insights and creative solutions.
- **Global Experience:** Train within an international, multi-cultural Biomedical Research environment.
- **Team Contributions:** Support Preclinical Safety, Pharmacokinetic Sciences, and Biomarker Development groups within Translational Medicine.
- **Diverse Projects:** Contribute to various disease areas and therapeutic modalities throughout the R&D lifecycle.
- **Academy Learning:** Gain valuable training and experience through the TM Academy. As a TM Academy fellow in Translational Data Sciences, you will help us unleash the power of data science to enhance drug discovery and development. TM plays a pivotal role in bringing innovative medicines to patients by building on research advances to develop new therapies and bridging drug discovery and clinical application. Your contributions will support project teams throughout the Research & Development lifecycle, spanning a diverse range of disease areas and therapeutic modalities.

If you're a passionate and curious data scientist eager to bring creative solutions to biology's most daunting challenges this program is for you!

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Pharmacokinetic Sciences

Gain valuable training and experience to help develop their careers in the field of Pharmacokinetic Sciences and Clinical Pharmacology!

What you can expect:

- **Mentorship**: Receive training alongside a clinical pharmacologist who will guide you throughout the program.
- **Hands-On Experience:** Unleash the power of Pharmacokinetics (PK) / Pharmacodynamics (PD) / Absorption, Distribution, Metabolism and Excretion (ADME) / Clinical Pharmacology from discovery research to late development.
- **Global Environment:** Immerse yourself in an international, multi-cultural pharmaceutical research setting.
- **Team Collaboration:** Contribute and assist one or more inter-disciplinary teams throughout the Research & Development lifecycle.
- **Diverse Projects:** Apply your knowledge and strengths to various projects across therapeutic areas and modalities, including RLT (Radioligand Therapy), Biologics, ADC (Antibody Drug Conjugate), cell and gene therapy, and xRNA.
- **Personal Growth:** Develop your responsibilities based on your skills and interests, ensuring a tailored experience.

If you're passionate about the impact of Pharmacokinetics, Pharmacodynamics and Clinical Pharmacology this program is for you!

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Preclinical Safety

Help us to unleash the power of translational safety science for drug discovery and development, bringing innovative medicines to patients, by building on research advances to develop new therapies, and bridging drug discovery and clinical application.

What you can expect:

- Working within one or more of our global inter-disciplinary Preclinical Safety teams including **Translational Toxicology, Mechanistic & Predictive Safety, and Pathology** line functions, as well as **Therapeutic Area Safety Assessment Experts**.
- Contributing to scientific and regulatory aspects of drug safety assessment at laboratory, data science and project team levels.
- Contributing to pipeline project safety assessment throughout the Research & Development lifecycle spanning a diverse range of disease areas and therapeutic modalities.
- Advancing the practice of preclinical safety by gaining expert training from our community of subject matter experts, applying learned knowledge, and choosing specific areas to deepen expertise and address key scientific/technical questions.

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TM Discovery & Profiling

Transforming Research into Real-World Therapies

The TM Academy in TMDP is a prestigious and rigorous training initiative designed to cultivate the next generation of leaders in translational medicine and drug discovery.

TMDP offers **three unique pathways** for highly motivated individuals to immerse themselves in the dynamic environment of TMDP, gaining hands-on experience in various aspects of drug discovery and development.

1. Early Career Physician

This program is designed for **physicians who have completed their clinical training**, such as residency or fellowship. Ideal applicants will have 1-5 years of research experience, demonstrating a strong foundation in their specialty area. Specialty areas include, but are not limited to, internal medicine, surgery, pediatrics, and neurology. *The selected fellow is expected to spend at least 80% of their time at BR during the fellowship, gaining hands-on experience in various aspects of drug discovery and development.*

2. Established Academic Physician

This program is for **physicians who have completed their training and now hold a faculty position at an academic medical institution**. The selected fellow should have completed their MD PhD training, gained 5-10 years of research and study experience in academia, and now hold a faculty position. This person would bring a unique expertise to Novartis (i.e., in depth knowledge of a specific disease) and that they would work on a project related to their area of expertise. *The selected fellow would remain as faculty members at their home institution, but spend at least 80% of their time at Novartis (i.e., 4 days a week).*

3. Clinical Pharmacology (Accepting Applications in 2026)

This program is tailored to **physicians/scientists who are currently pursuing or completing training in clinical pharmacology**. The training for the Medical Specialist in Clinical Pharmacology appears to exist mainly in Europe. Qualified candidates from other locations will also be considered.

What you can expect:

- Challenging and rewarding immersive experience that introduces the translational medicine landscape
- Collaboration with leading experts on clinical teams based on areas of expertise
- Contribute to high-impact research projects that align with the strategic priorities of the TMDP department
- Hands-on experience with cutting-edge technologies and methodologies
- Mentoring and guided professional development

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Are you interested?

Apply!

For more information

https://www.novartis.com/careers/early-careers/graduates

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