

# Grow2Glow Rotation Program

Job ID  
REQ-10036650  
Gen 16, 2025  
Polonia

## Sommario

Grow2Glow is a rotation program designed for young professionals who want to develop their careers at an accelerated pace within a purposeful environment of Novartis Poland.

## About the Role

### Key Responsibilities:

- Successful delivery of 4 stand alone projects (6/7 months each) within most relevant business areas (Sales / Marketing, Medical, Value & Access, Digital & Innovation, Business Excellence & Execution)
- Ability to influence Polish organization with innovative & business savvy way of thinking; being bold in experimenting and digitally savvy to solve the problems of the future

### Essential Requirements:

- Working experience of minimum 2 years, preferably within pharma industry
- Polish and English - advanced (min B2/C1) - a must-have
- Innovative Way of Thinking ability to approach problems and challenges with creativity, open-mindedness, and a willingness to explore new ideas and unconventional solutions
- Learning Agility capacity to adjust and thrive in changing circumstances by embracing new approaches, learning quickly, and flexibly responding to unexpected situations
- Curiosity innate drive to explore, question, and seek knowledge, often leading to new insights, discoveries, and a deeper understanding of the world
- Courage ability to confront and overcome obstacles, take risks, and act in the face of adversity or challenging situations
- Collaborative mindset - ability to collaborate well with a broad group of stakeholders, positioning the success of the team above individual goals

### Desired Requirements:

- Experience abroad would be desired (internship, volunteering / work or Erasmus etc.)
- Leading groups or projects would be a plus (student organization, university groups, working or internship experience)

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Divisione

People & Organization

Business Unit

Innovative Medicines

Posizione

Polonia

Sito

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

I saldi

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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