

S16-5 Talent development in Pharmaceutical Company

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Novartis Pharma considers that Diversity is critical for a company to maintain sustainable growth, meaning that we believe it is necessary to have people with diversified cultural backgrounds, values and talents as well as unique personalities. In this sense, graduates of schools of pharmacy would play indispensable roles among Novartis associates.

In recent years, more than 30% of new graduates who join Novartis are pharmacy majors. The initial position for the most of them is MR (Medical Representative). Novartis' policy for talent development is based on offering job and training opportunities for everyone who has a strong will to make utmost efforts to develop themselves to the fullest. This is because we believe that a company grows with the growth of its people. Thus the career paths after joining Novartis will become much diversified depending upon individual potential and aspirations. For example, pharmacy graduates are playing very important roles as managers in the areas of Sales, Marketing, Development, Communications and HR.

Opportunities for students to obtain training at clinical sites will be dramatically increased at the start of the new 6-year system. Pharmacy students who have experienced considerable direct contact with patients in addition to acquiring academic knowledge have the potential to become excellent scientific professionals. As Novartis has its corporate objective to contribute to the life and health of people, we foresee successful careers for pharmacy majors with patient-centric viewpoints and we intend to support their career development as much as possible.