**Practical information about the Graduate Programme**

**Available positions**

We have 61 positions for the Graduate Programme starting in September 2022:

|  |  |
| --- | --- |
| **Track** | **Positions** |
| Global Business | 4 |
| Global Marketing | 3 |
| Global Market Access | 3 |
| Global Finance | 5 |
| Global Procurement | 4 |
| IO Finance   * Poland * Czech Republic * LATAM * South Korea * Australia * China | 10 |
| IO Business   * South Korea * Thailand * Argentina * Mexico * Germany * Japan * China * Denmark * Saudi Arabia * Poland | 13 |
| Regulatory, Medical & Safety | 4 |
| Trial Management | 5 |
| Data Science | 6 |
| Manufacturing Technology | 4 |

**Application requirements**Applicants must have a recent and relevant Master’s degree\* and international experience, for example from studying a full semester abroad, working or volunteering for a minimum of 4-6 months.

We imagine that you have no more than 1 year of relevant work experience after graduation, above average academic achievements, and the ability to relocate internationally. In addition, Novo Nordisk’s corporate language is English, and so you must write and speak English fluently.

\*If you are applying for one of our graduate positions in Latin America (Brazil, Argentina or Mexico) the Master’s degree criteria is waived. Instead, you have 1-2 years of relevant full-time work experience at the time of application. If you have a Master’s degree, then you should have a maximum of 1 year work experience.

**Application process**

**Step 1:**

Find out which track(s) is/are relevant for you! If you’re in doubt, please check the [Graduate Programme Brochure](https://www.novonordisk.com/content/dam/nncorp/global/en/careers/pdfs/Graduate%20Programme%20Brochure%202022.pdf) and explore the best fit based on your educational background and interests. You can also learn more about the different graduate programme tracks and meet us at our different [career events](https://www.novonordisk.com/careers/event-calendar-meet-us.html) around the world!

**Step 2:**

When you have found the best fit for your profile and career aspirations, please go ahead, and apply by following the application process.

After filling in details about you and your educational background, you will be asked to upload your CV, latest transcript, and a motivational letter. The motivational letter is your chance to show us why you are a great fit for the Novo Nordisk Graduate Programme!

In the motivational letter please share with us

* Your motivation – why do you want to join the pharmaceutical industry, Novo Nordisk and the Graduate Programme
* Your expectations – what are your expectations to the graduate programme and how will the programme support your career aspirations
* Your fit – which personal and professional competences makes you a great fit for the programme

The application process also requires you to record a 1-minute personal video answering a question specific to the programme track you are applying for (the question is available in the job ad). This will enable us to get a sense of who you are and how you will match our organisation.

When applying please make sure you have your CV and a transcript of your latest grades ready.

**Step 3:**

Shortlisted candidates will be invited for an initial online or phone interview with the programme manager or a local HR representative. The candidates who are not invited for an interview will be notified by e-mail.

**Step 4:**

The successful candidates will be invited to the virtual Graduate Recruitment Centre, where they will take part in team- and individual exercises. Feedback will be provided to the candidates who attended the Graduate Recruitment Centre.

**Step 5:**This is the final step in the recruitment process. After the Graduate Recruitment Centre, the final pool of candidates will be invited for a second interview. Personality- and aptitude assessments will be part of these interviews and the graduate programme positions will subsequently be offered to the selected candidates.

**Application timeline**

**February- March**

Second interviews

Graduate Recruitment   
Centre

**8-9 February**

First interviews

**January**

Deadline for   
applications

**2022**

**5 January\***

Open for   
applications

**2021**

**10 November**

\* The application deadline for IO Business China and IO Finance China positions is 19 December 2021.

*Please note that the US Marketing and US Finance tracks are managed through the Novo Nordisk US Headquarters office in Plainsboro, NJ, USA. Recruitment for these positions begins in October with final candidate selections made in November. Hired candidates will begin the programme in June.*

**FAQ**

**What is the Graduate Programme?**

The Novo Nordisk Graduate Programme is a 2-year, global career journey with a minimum of three rotations with at least one international rotation. The Graduate Programme is Novo Nordisk flagship ‘Talent Programme’. Many top leaders started their journey in Novo Nordisk in the Graduate Programme, including our CEO Lars Fruergaard Jørgensen.

**What is the purpose and strategic aim of the Graduate Programme?**

The objective of the Novo Nordisk Graduate Programme is to strengthen the pipeline of potential future managers and specialists within Novo Nordisk, and to attract, recruit and retain talents who have the potential to grow into key positions in the future.

This is done by selecting skilled and motivated graduates from top universities and advancing them through a demanding 2-year programme, which provides them with increasingly challenging tasks and a strong professional network.

**How and when can I apply?**

The online application portal opens on 10 November 2021 and closes on 5 January 2022. You can view and apply for the available graduate positions in our [Job section.](https://www.novonordisk.com/careers/find-a-job.html) Here you can also sign up to our job agent and receive an e-mail when a position matching your criteria becomes available.

**How can I meet and interact with current graduates to get more information about the programme?**

You can chat with some of our current graduates on Thursdays until 16 December 2021 and on 3, 4 and 5 January 2022, and join one of our 9 webinars to get key insights into a life-changing Graduate Programme. Sign up here:

* [Key insights into a life-changing Graduate Programme in Novo Nordisk!](https://attendee.gotowebinar.com/register/282394585880101902)
  + Oct 27, 2021 2:00 PM CEST
* [Key insights into Business, Marketing, HR, & Market Access Graduate Programme tracks](https://attendee.gotowebinar.com/register/625645623800073229)
  + Nov 1, 2021 2:00 PM CET
* [Key insights into Finance & Procurement Graduate Programme tracks](https://attendee.gotowebinar.com/register/2516322937970175757)
  + Nov 4, 2021 2:00 PM CET
* [Key insights into a life-changing Graduate Programme at Novo Nordisk!](https://attendee.gotowebinar.com/register/8887131903327515405)
  + Nov 8, 2021 2:00 PM CET
* [Key insights into Pharmaceutical Development Graduate Programme tracks](https://attendee.gotowebinar.com/register/1068409060700860685)
  + Nov 22, 2021 2:00 PM CET
* [Key insights into Data Science and Manufacturing Technology Graduate Programme](https://attendee.gotowebinar.com/register/1831753804377411085)
  + Nov 16, 2021 2:00 PM CET
* [International Operations Graduate Programme (South Korea, Thailand, China, Saudi Arabia, Japan, Australia)](https://attendee.gotowebinar.com/register/1343225394993794829)
  + Nov 23, 2021 8:00 AM CET
* [International Operations (Mexico, Argentina, Brazil) Graduate Programme Webinar](https://attendee.gotowebinar.com/register/3825123305558631693)
  + Nov 30, 2021 5:00 PM CET
* [International Operations (Germany, Poland, Denmark, Turkey) Graduate Programme](https://attendee.gotowebinar.com/register/5955328128328078605)
  + Dec 2, 2021 2:00 PM CET

You also have other opportunities to meet us. Join us online or in person at our upcoming events to hear more about life at Novo Nordisk and what it’s like to be a graduate. Find the Event calendar [here.](https://www.novonordisk.com/careers/event-calendar-meet-us.html)

**Which programme track should I apply for?**

Check out our [Graduate Programme Brochure](https://www.novonordisk.com/content/dam/nncorp/global/en/careers/pdfs/Graduate%20Programme%20Brochure%202022.pdf) on our website and find out which programme track best fits your study background and interests. Please note that you can apply for more than one programme track.

**How many programme tracks can I apply for?**

You are welcome to apply for more than one track. However, we recommend you to carefully consider which tracks you will apply to and your motivation behind. You will have to make an individual application for each programme track and we encourage you to only apply for the tracks that you would be truly excited to join.

**What if the Covid-19 situation has prevented me from obtaining international experience?**

If Covid-19 restrictions have prevented you from obtaining (additional) international experience, e.g., studying or completing an internship abroad, feel free to still apply and explain in your motivational letter what your plans were, how they changed and what relevant experience you have gained instead.

**Do I need to speak Danish in order to apply for the Graduate Programme?**

No, our corporate language is English, so speaking Danish is definitely not a requirement.

**How can I make my application stand out?**

Be yourself and share why Novo Nordisk is a place you want to work for. What motivates you and why do you think being a graduate could be amazing. We would like to know who YOU are.

**Can I apply to the Graduate Programme before officially graduating?**

Yes, as long as you plan to graduate within the same year that you are starting in a graduate position. It is also okay if you have not received your official graduate diploma before starting in the Graduate Programme, as long as you have finished your studies and are just waiting for the official papers.

**What if I graduated a year ago and have been working elsewhere for a year?**

This is an entry-level position and often our graduates join the programme immediately after completing their master’s degree, but candidates with 1-2 years of experience after graduation are also more than welcome to apply.

**Do you need any prior pharma experience to apply to the programme? What is relevant work experience?**

Previous pharmaceutical work experience is not a requirement to apply for the programme. What is ‘relevant’ work- or internship experience depends on which track it is you choose to apply for.

**Is the Graduate Programme paid?**

Yes, the Graduate Programme is considered a full-time position and your salary will be comparable with an entry level position. The compensation and benefits package including components such as pension and health insurance are based on local terms and depends on which country you are hired in.

**Does Novo Nordisk sponsor visas for international students?**

Yes, all nationalities can apply to the programme. If selected, Novo Nordisk helps you secure your work visa.

**What is the difference between International Operations programme tracks and Global programme tracks?**

While the Global tracks are anchored in our Global headquarter located in Copenhagen, Denmark, the International Operations tracks are anchored in affiliates or regional offices around the world.

**Where and how will I live as a graduate?**

If you need to relocate to Denmark to join the Graduate Programme, we can support you in finding a place to live. It will be in central Copenhagen with easy access to public transport and close to or living with other graduates. This is a great way of starting a network when living in a new country.

If you start in the International Operations Business programme track, you will have to be a resident in the country you start your graduate journey in and accommodation in the first rotation will be your full responsibility.

For all programme tracks, you will receive full support when going on your international rotation(s), so you won’t have to worry about the practicalities around the relocation process.

**How many rotations will I have and how long do they last?**

The number and length of the rotations vary according to the track you are in. In most tracks, you will have three rotations of 8 months and in others you will have 4 rotations of 6 months. At least one rotation will be international, meaning outside of the country you start your graduate journey in. Please refer to the respective job ad for each track for further details.

**What role will I have in the department where I rotate?**

You will join a host department as an equal member of the team. You will typically rotate in areas of the business where the graduate programme is well known and respected which often leads to managers trusting you with a lot of responsibilities and exciting tasks and expecting you to deliver high quality, while continuously having your development in focus.

**Where will I go for my international rotation(s)?**

There is no fixed plan for your international rotation(s) when you join the graduate programme. Depending on factors such as business needs, available projects, and especially your professional and personal development, the programme managers will make sure to find a rotation for you that allows you to learn, develop and contribute in one of our 80 offices worldwide.

**Will I have a mentor?**

There are plenty of people in the organisation who are ready to help and guide you during the Graduate Programme. As a graduate, you will have a Programme Manager who will guide and mentor you during the full 2 years of the programme. In each rotation you will additionally have a host manager who will support you in your daily work and throughout the 6-8 months in their department. Besides this, we also have a strong graduate network in Novo Nordisk which consists of both current and former graduates who are always ready to offer advice and sparring.

**Am I guaranteed a position in Novo Nordisk after the programme?**

The programme is designed to prepare you for a career in Novo Nordisk, hence the programme management will support you in finding a position in the company. In the IO Business programme track you are expected to take up a position in your home country or region after the programme.