

## **Working at Sandoz Australia** <sup>[1]</sup>

Sandoz is uniquely positioned as both a global generics leader in its own right and part of the worldwide Novartis Group. As one of three industry-leading divisions that have innovation power backed by global scale, Sandoz is an increasingly important strategic driver for Novartis overall.

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Our single greatest differentiator is our entrepreneurial culture and the quality and commitment of our associates. We combine the resources and long-term vision of a global pharmaceutical leader with the energy, drive and flexibility of a start-up. Many of our top leaders cite this deep-rooted entrepreneurial culture as one of the main reasons they choose to work at Sandoz.

[Learn more on the Novartis website](#) <sup>[2]</sup>

## **Values and Behaviors**

The group-wide Novartis Values & Behaviors are key to creating a culture that is performance oriented but still focused on collaboration, inclusive leadership and innovation, whilst safeguarding quality and integrity.

Our company values are integrated into our Performance Management system to incentivize and reward a “values driven” performance.

[Learn more on the Novartis website](#) <sup>[3]</sup>

## **Learning and Development**

Sandoz strives to provide a challenging learning environment for all associates across the organization. By investing in the development of our people, we fuel our current and future growth and reinforce our leadership in the global generics industry.

Our people development programs are focused on learning activities that have the greatest impact on associate development. This often includes experience-based learning activities that are complemented by standard class room trainings and workshops.

All of our learning and development activities at Sandoz take place in a local, regional or global context, and are supported by a strong collaboration with Novartis. As part of the Novartis group, Sandoz employees also benefit from the exchange of knowledge and sharing

of best practices that occur across the different Novartis business divisions.

We have an ongoing focus to develop people, so that they might progress their career and personal development, and ultimately grow our business. As a result, this is one of the key areas for which we hold our managers accountable, and why people management is a key objective of every Sandoz manager.

At Sandoz, we make certain that our people remain our most significant source of competitive advantage in the marketplace.

## **Performance Culture**

At Sandoz, our performance-oriented culture and responsible approach are the foundation of our success, which we recognize depends on the creativity, dedication and performance of our people. As a result, we believe in employing outstanding people, who individually and as a team deliver outstanding results.

Our annual performance management process here at Sandoz reflects our dedication to the achievement of outstanding results. This process is implemented in all countries in which we operate, and applies to most positions in our company. At the beginning of each financial year, employees agree on objectives that they will be expected to achieve that year with their manager. These objectives support overall business priorities and are typically both individual and team-based.

## **Rewards and Recognition**

The success of Sandoz depends on the performance and dedication of each of our associates. We strive to be an employer of choice that attracts, develops and motivates talented and performance-driven people from all around the world.

A key element in building a winning culture is providing an environment where associates are recognized for their individual contributions and performance, as well as provided continuous feedback so that they might improve themselves and their performance.

We want to foster a culture where all employees feel an inherent responsibility to also contribute to the growth of their colleagues, by providing them with constructive and forward-looking feedback, in alignment with the Sandoz values and behaviours.

Our performance-based compensation policy applies to all Sandoz employees and is designed to:

- Align the objectives of associates with the interests of Novartis shareholders;
- Incentivize associates to create sustainable value for Sandoz/Novartis;
- Support a diverse and performance-oriented culture that allows Sandoz to reward people who perform well; and,
- Be competitive with world-class companies and industry peers.

## **Compensation & Benefits**

Our compensation system offers competitive compensation that is aligned with industry practice and supports the realization of our vision to be a trusted leader in changing the practice of medicine.

[Learn more on the Novartis website](#) <sup>[4]</sup>

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**Source URL:** <https://www.sandoz.com.au/careers/working-sandoz-australia>

#### **Links**

[1] <https://www.sandoz.com.au/careers/working-sandoz-australia>

[2] <https://www.novartis.com/careers/working-novartis>

[3] <https://www.novartis.com/about-us/who-we-are/our-values>

[4] <https://www.novartis.com/careers/compensation-benefits>