


# Applications for 2025 graduate careers Novo Nordisk open 1 November 2024!


Turn your master's degree into a global career from September 2025!

## Explore the tracks




**TECHNOLOGY**  
Revolutionising the pharmaceutical industry through manufacturing technology, digitalisation and data science

→




**PHARMACEUTICAL DEVELOPMENT**  
Life-changing careers within research and development and trial management

→




**BUSINESS, COMMERCIAL, MARKETING & HR**  
A range of opportunities across our Global Business functions in HQ as well as in our local affiliates

→




**FINANCE**  
Developing the next generation of finance leaders across various finance functions

→



**PROCUREMENT & SUPPLY CHAIN**  
Bringing value to Novo Nordisk and making a difference to patients and society while getting to know the core of our business

→



**LEGAL ETHICS & COMPLIANCE**  
Fostering and strengthening a culture of ethics and compliance while experiencing three jobs in just two years

→

Our global Graduate Programme is designed to bring together change makers with a diversity of perspectives and equip them with the tools needed to accelerate their personal and professional development. The two-year programme allows you to explore the world while developing your career. You will be taken on three to four rotations around the globe where you will work in a fast-paced environment with plenty of growth opportunities. You will be exposed to different parts of the Novo Nordisk value chain while being challenged to explore your boundaries and reach your full potential.

After successfully completing the programme, you will be equipped with professional and personal skills to embark on your global career with the guarantee of a position at Novo Nordisk.

We open for applications 1 November 2024 for graduate careers starting 1 September 2025.

The Graduate Programme is a two-year, global career journey with a minimum of three rotations including at least one rotation outside your home country. The destination depends on the specific graduate programme track but it could for instance be in one of the Novo Nordisk sites in Denmark, our International Operations (IO) Strategic Head Office in Zurich, an IO Regional Office or one of our many affiliates globally.

The Graduate Programme is Novo Nordisk's flagship 'Talent programme'. Many top leaders started their journey in Novo Nordisk as part of the graduate programme, including our CEO Lars Fruergaard Jørgensen.

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# Application information

## Application requirements

Applicants must have a recent and relevant master's degree\* and international experience; for example, working, volunteering or from studying a full semester abroad. We imagine that you have no more than one 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, so you will be fluent in written and spoken English.

\*If you are applying for one of our graduate positions in Latin America the master's degree criteria is waived. Instead, you have a bachelor's degree and one to two 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 one year work experience.

## Application timeline

Below you can see the recruitment process timeline.

**Application is open on this site from 1 November – 30 November 2024.**

**December 2024:** Screening of applications

**January 2025:** First interviews take place

**Early February 2025:** Graduate Recruitment Centre (attendance on one day only)

**February-March 2025:** Second interviews take place and offers extended

## Application process

**Step 1:** Find out which track(s) is/are relevant for you! If you're in doubt, please explore the different tracks above and find 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](#) 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 academic records, and a motivational letter. Both documents are required for you to upload for further process of your application.

In the motivational letter please share with us

- What are your expectations from the Graduate Programme, and how will it support your career aspirations?

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- What team characteristics do you value, and what three qualities do you believe others appreciate about you?
- Share a specific example of solving a challenging task in previous work or projects.

**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 candidates from 1st interview who are selected to continue in the recruitment, will be invited to the Graduate Recruitment Centre (GRC). The GRC is a virtual event, during which candidates are thoroughly assessed on a business case that simulates a real-life scenario. Feedback will be provided to the candidates who attended the GRC.

**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. This interview will be competency-based, and the graduate programme positions will subsequently be offered to the selected candidates. Feedback will be provided to the candidates who attend final interview stage.

## Sign up to stay informed and up to date

Graduate programme  
**Webinars**

Sign up to the upcoming webinars and watch the recordings on demand →

Global  
**Talent Hub**

Register your interest to stay up to date around the Graduate Programme and other relevant vacancies →

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