



Life Changing Careers in Novo Nordisk

11. December 2017
Marianne Birkeland Kjær

Agenda

- My Background
- Novo Nordisk Overview
- PhD and PostDoc opportunities
- How to apply for regular positions
- Novo Nordisk standard recruitment process
- Development opportunities
- Q&A



Marianne Birkeland Kjær
SVP Recruitment Partner
Novo Nordisk

- More than ten years' experience within recruitment A-Z
- Experienced with recruiting graduates, specialists, generalists, project managers, managers, senior managers and board members
- Experience from a broad landscape of industries like Consumer Goods, Finance, Information Technology, Food & Beverages, Life Sciences and Pharmaceutical Industry
- Project management of talent attraction projects
- Currently SVP Recruitment Partner supporting CMC Development
- MSc. Human Resource Management, Copenhagen Business School (2008)

Novo Nordisk at a glance

Novo Nordisk is a global healthcare company with more than 90 years of innovation and leadership in diabetes care.

This heritage has given us experience and capabilities that also enable us to help people defeat other serious chronic conditions: haemophilia, growth disorders and obesity.



PRODUCTS MARKETED IN
165 COUNTRIES



AFFILIATES IN
COUNTRIES 77



R&D CENTRES

IN CHINA, DENMARK,
UK AND US



OBESITY



EMPLOYS APPROXIMATELY
42,000 PEOPLE

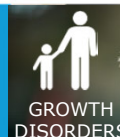
DKK 111.8
BILLION
IN TOTAL REVENUE



APPROXIMATELY
210,000
SHAREHOLDERS

STRATEGIC
PRODUCTION SITES

IN BRAZIL, CHINA, DENMARK,
FRANCE AND US



GROWTH
DISORDERS



SUPPLIER OF NEARLY
HALF OF THE
WORLD'S INSULIN

28,000,000
PEOPLE USE OUR PRODUCTS



HAEMOPHILIA

Our global presence

6 REGIONAL OFFICES

- COPENHAGEN (EUROPE)
- PRINCETON (USA)
- BEIJING (CHINA)
- SAO PAULO (LATIN AMERICA)
- TOKYO (JAPAN & KOREA)
- DUBAI (AFRICA, MIDDLE EAST & OCEANIA)

5 STRATEGIC PRODUCTION SITES

BRAZIL, CHINA, DENMARK, FRANCE, US

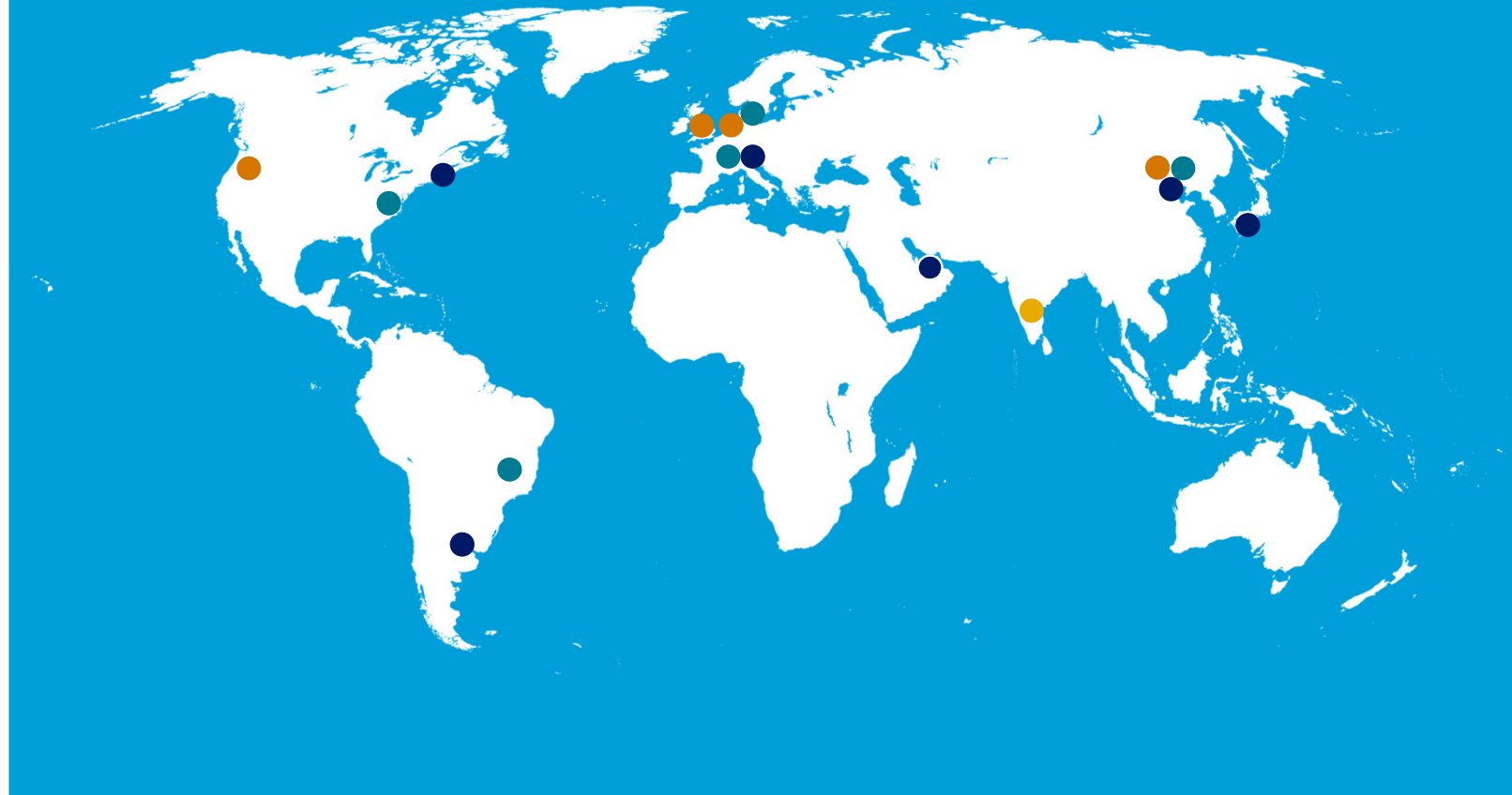
4 R&D CENTRES

CHINA, DENMARK, UK AND THE US
ADDITIONAL SITE IN INDIA

DENMARK
GLOBAL HEADQUARTERS

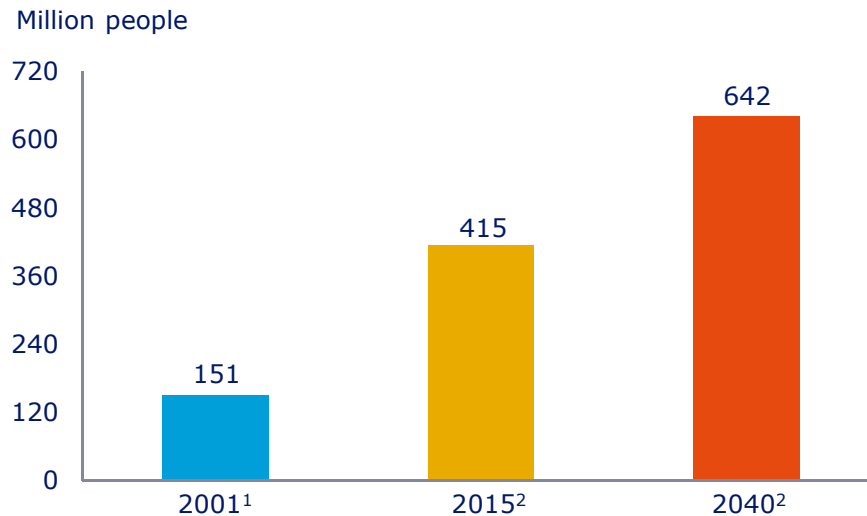
AFFILIATES IN
77 COUNTRIES

NOVO NORDISK MARKETS
ITS PRODUCTS IN
165 COUNTRIES
WORLDWIDE



The diabetes pandemic

Number of people with diabetes



Risk factors for developing type 2 diabetes²

- Obesity
- Poor diet
- Physical inactivity
- Advancing age
- Family history of diabetes
- Ethnicity
- High blood glucose during pregnancy affecting the unborn child

Estimated costs of diabetes

- Global diabetes healthcare costs in 2015: USD 673 billion, projected to exceed USD 802 billion by 2040²
- Global diabetes healthcare costs accounted for 12% of total healthcare costs worldwide in 2015²
- Deaths due to diabetes in 2015: 5 million²

PhD or PostDoc opportunities

MAIKEN LARSEN &
JEROME WANG
Business IT Graduates
Denmark



Science, Talent, Attraction and Recruitment (STAR) programme

The Novo Nordisk **S**cience, **T**alent, **A**ttraction and **R**ecruitment (STAR) programme offers PhD or PostDoc fellowships to bright students in biotechnology, engineering, medical and life sciences, who want to pursue a career in R&D.

The STAR programme supports:

- 2 year PostDoc fellowships to conduct basic research at global academic centres of excellence and/or in a Novo Nordisk lab.
- 3 year co-financed PhD fellowships for scientists who recently finished a M.Sc.

In the programme there are approximately 70 fellows working on research projects in collaboration between universities and Novo Nordisk.



How to apply for PhD or PostDoc

- Show you interest by registering in our Global Talent Pipeline: www.novonordisk.com/gtp
- PhDs are identified through our scientists' network
- PostDoc positions are filled by advertising the open positions or through network

JOIN US as a STAR – Advice and tricks

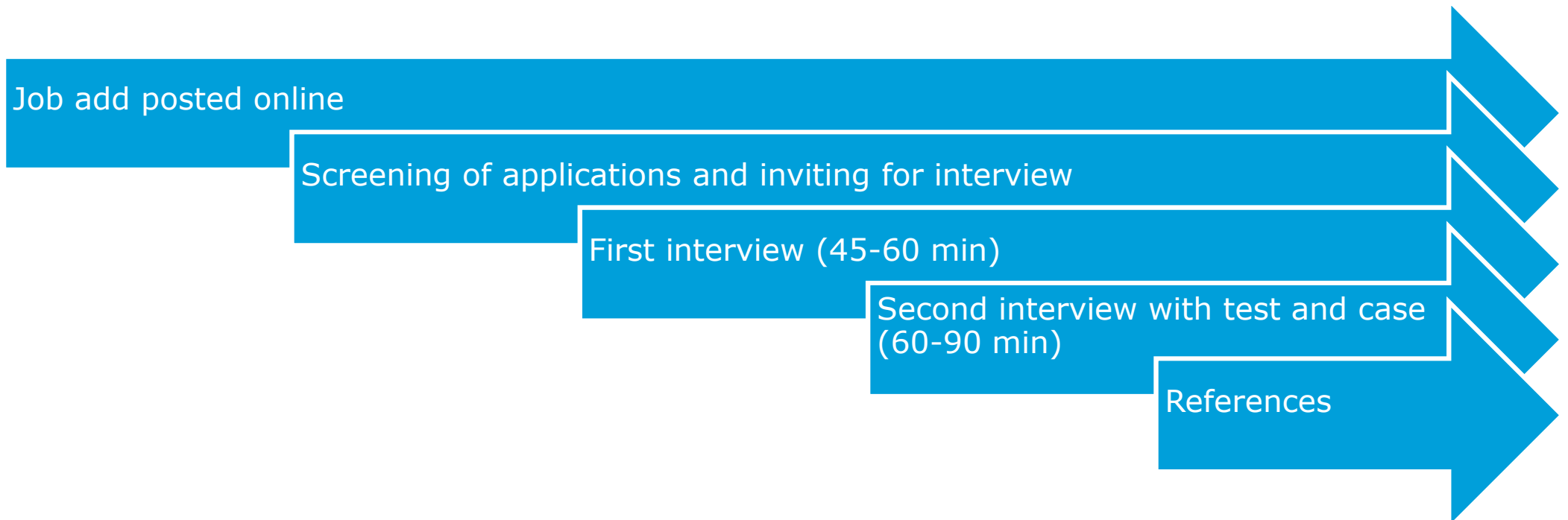
- ✓ Have specific project plans/ideas that match Novo Nordisk R&D areas
- ✓ Utilize your network at the university to make contact to a Novo Nordisk scientist
- ✓ Meet our R&D Ambassadors at fairs for feedback/sparring
- ✓ Identify authors of scientific papers in Novo Nordisk - contact directly
- ✓ Visit www.novonordisk.com/STAR



How to apply for regular positions

- Have a look at regular positions at novonordisk.com/careers
- Apply by sending your CV, a Cover Letter and your academic papers as advised in the job-ad.
- We will evaluate and respond within four weeks after the application deadline.

Steps in a Novo Nordisk recruitment process



Development Opportunities

- Career development, performance review and internal mobility
 - Specialist track
 - Generalist track
 - Management track

Questions?