

SANDOZ

NextGen Careers



Legal & Compliance Rotation Program for Masters Graduates

Program Overview

Generic and Biosimilar medicines are the backbone of the global medicines industry. Sandoz, a leader in this sector, provided more than 900 million patient treatments across 100+ countries in 2024 and while we are proud of this achievement, we have an ambition to do more!

With investments in new development capabilities, production sites, new acquisitions, and partnerships, we have the opportunity to shape the future of Sandoz and help more patients gain access to low-cost, high-quality medicines, sustainably.

Our momentum is powered by an open, collaborative culture driven by our talented and ambitious colleagues, who, in return for applying their skills experience an agile and collegiate environment with impactful, flexible-hybrid careers, where diversity is welcomed and where personal growth is supported!

To build our next generation of legal professionals, we are launching a global Legal Trainee Program for newly qualified Master's graduates—offering real responsibility, cross-border exposure, and strong senior support from day one. At Sandoz, our Legal function plays a vital role in enabling our purpose of delivering high-quality, affordable medicines to patients around the world.

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- Starting in September 2026
- 3 years, 3 rotations of 10-12 months each.
- Homebase & Center of Employment: Holzkirchen, Germany (throughout all rotations)
- Extended Business Travel Opportunities: Based on project and team needs, trainees may have short-term extended stays (approx. 4-5 weeks at a time) in:
 - Madrid, Spain
 - Ljubljana, Slovenia
 - Prague, Czech Republic

Note: These locations are not full relocations. Holzkirchen remains the trainee's permanent base, with business travel arranged as needed for specific projects

Throughout the program, you will support our Legal & Compliance teams across various domains and gain broad exposure through rotating assignments. Your work will include conducting legal, regulatory, and compliance research, preparing clear summaries and presentations, and assisting in drafting and organizing contracts, policies, reports, and training materials.

If you are curious, motivated, and ready to build a purposeful global Legal & Compliance career, this program is your starting point.

Your Personal Growth:

As part of your personal growth, you will have:

- Diverse training to enhance technical and soft skills.
- Gain experience in working for a multinational high-quality, affordable medicines company delivering almost a billion patient treatments annually.
- The opportunity to support the day-to-day activities of our Legal & Compliance teams across various domains.
- Hands-on experience conducting legal, regulatory, and compliance research and transforming insights into clear summaries and presentations.
- The chance to assist in drafting, reviewing, and organizing contracts, guidelines, policies, reports, and training materials.
- Participation in cross-functional and international projects that drive real business impact, while contributing ideas to continuously improve our processes.
- Professional and personal development through tailored trainings, mentoring formats, and networking opportunities designed to accelerate your growth.

What you'll bring to the program:

- A completed law degree or a comparable Master's degree (e.g. Legal Studies, Compliance, Business Law)
- Ideally first practical experience through internships or student roles
- Strong interest in in-house legal work, compliance, data privacy, and regulated industries

- Analytical mindset, structured working style, and strong research skills
- Excellent communication skills in English (C1/C2 level); additional languages are a plus
- Ability to work effectively in an international and multicultural environment
- High ethical standards, integrity, and a proactive, hands-on attitude
- Willingness to undertake short-term international assignments

You'll Receive:

Sandoz has an employee-first approach and that's why your personal growth is so important to us. You will have access to Coursera and other learning platforms with more than 200,000 learning videos and 5000+ courses.

In addition to the various learning opportunities, we offer company benefits, such as:

- 30 days of annual leave
- Holiday allowance
- Additional rewards for special occasions (e.g. service length awards, marriage celebration, etc.)
- Company pension schemes and capital formation benefits
- Parental leave
- Other offerings, such as bike leasing

Successful participants may be considered for permanent opportunities during the program or upon completion, based on performance and business needs.

Visa Sponsorship:

Please note that while Sandoz aims to provide visa sponsorship for the full duration of the program, employment is subject to the applicable work authorization requirements in the country where the recruitment takes place.

How to Apply?

[Legal & Compliance Trainee | Sandoz](#)

Application closure date – May 20th, 2026