

J&J Innovative Medicine Switzerland

Grow with us

Together we're leading
where medicine is going

Employee culture, benefits and programs

Johnson&Johnson



Our employees are our greatest asset.
Therefore, we are deeply committed to
supporting their overall well-being.



That's why we offer innovative benefits and initiatives to enable our people and their families to receive the support they need to maintain their physical, mental, and financial well-being.



Our Credo ensures a truly inclusive place where all J&J people belong. Join our bold and innovative community – be part of our inspiring team and ideas!



A healthy balance: Work, well-being, leave & holidays





Flexible work models

With our flexible hybrid work policy allowing for 3 days in the office and 2 days at home if the job allows, our people can balance office presence and remote work.

In addition to the traditional 40 hours work week, we also offer work models such as parttime work or job-sharing opportunities.



Well-being at our Zug campus

We prioritize the well-being of our employees at work with a range of thoughtful offerings at our campus like a state-of-the-art inhouse gym, sports classes, massages, and a premium onsite cafeteria with subsidized meals.



Healthcare benefits

We also care for our staff's overall health providing free health checks including blood tests, cardio assessments, as well as flu vaccinations.

Additionally, our Employee Assistance Program supports both employees and their families, promoting overall balance and wellness.



Recharging with paid vacation

All employees need a break and deserve time to unwind, recharge and return to work feeling refreshed and re-energized. To support this, we provide between 25 and 30 days of paid vacation annually, depending on age.



Enjoying extra days off

After public holidays, on the so-called bridge days, we often grant our people extra days off to allow them to reduce already accumulated or possible future overtime.

By extending these breaks, we contribute to our employees' overall satisfaction and well-being.



Extended paid leave for parents/caregivers

After stepping into a beautiful new life chapter with the birth of their child, new parents at Johnson & Johnson benefit from 18 weeks' paid leave for mothers/primary caregivers and 12 weeks' paid leave for fathers/secondary caregivers, as opposed to the significantly shorter leave periods of 14/2 weeks common in Switzerland.





Special leave options for important occasions

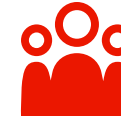
We offer a range of special leave options, to give our employees the space and time to focus on moments that matter most: caregiver leave, unpaid leave, bereavement leave and marriage leave.



Paid volunteer leave for social engagements

Johnson & Johnson prides itself on caring for the world, one person at a time – that philosophy translates into enabling our staff to give back outside the office.

We encourage our people to use four days per year of paid time to volunteer in their communities.



Re-Ignite Program for career re-entry

From career break to career breakthrough: We believe a healthier future is one in which people can take the time they need away from work.

Therefore, we offer a paid Re-Ignite return-to-work-program for experienced professionals after a break of two years or more.





“Inspire”: Our Employee Recognition Program

For J&J, it’s equally important to recognize our people for HOW they deliver every day as well as for WHAT they deliver.

Therefore, we’ve developed the program “Inspire” to empower employees to recognize their colleagues in real time for doing a great job in their daily work.

On a dedicated global website and mobile app, they can both nominate team members and receive recognition.



Financial security:

Pay equity, reimbursements & allowances





Pay equity & bonus system

Johnson & Johnson is committed to ensuring pay equity across all gender as well as racial and ethnic groups. We strive to create a workplace that values and supports individual achievements by offering an attractive performance bonus program for employees who go above and beyond.



Benefits for family care

Balancing family and career can be challenging. That's why we include exceptional support through comprehensive childcare benefits such as on-site childcare or different financial benefits. We believe in celebrating the significant milestones in our employees' lives. Whether it's the joy of a new birth, a marriage, or other special life events – we come together as a community to acknowledge and support these moments, offering meaningful contributions to ensure our people feel valued both personally and professionally.





Reimbursements for health activities

Our Global Well-Being Reimbursement Program proposes a reimbursement up to 500 USD per year for employees participating in the health and well-being activities of their choice, such as healthy eating, healthy movement, and mindfulness.

By empowering our people to prioritize their well-being in ways that resonate with them personally, we foster a healthier, more balanced, and fulfilled workforce across all regions





Education allowances

On their journey towards personal and professional growth, we are dedicated to supporting our employees every step of the way. We offer generous education allowances, making learning more accessible.

Our training opportunities for personal & professional development such as E4P, AI-powered J&J Learn etc. include tools to build a holistic career review and development plan.



Transport allowances & discounts

Our transport allowances make commuting easier. Additionally, we provide a variety of exclusive discounts, helping employees enjoy even more benefits in their daily lives and help them save money (Migrol, Sunrise, Reka checks, fleet, and many more).



We are continuously looking for bold, innovative, and passionate people who share our mission to transform the future of health.

Join us!



Follow us on LinkedIn

Johnson&Johnson