

## Global Learning Partner, Associate Director

Job ID  
REQ-10029419

11月 11, 2024

USA

### 摘要

Biomedical Research (BR) is the growth engine of Novartis (NVS). At BR Learning, we partner with our scientists to bring innovative learning solutions to BR to build the capabilities needed to support our strategy and bring innovative medicines to patients. This seasoned learning professional will work with our scientists, the BR Learning team, and align with NVS Enterprise Learning to identify gaps and build solutions for the future.

Through deep knowledge and understanding of Learning and Development within Pharmaceutical Drug Discovery and Development, the Global Learning Partner, Associate Director will identify gaps within BR and partner with leaders and stakeholders to develop and deliver learning solutions for BR-wide and/or function-wide drug discovery and development enabling programs.

### About the Role

Your key responsibilities:

- Effectively establish, deepen, and sustain key relationships with stakeholders and subject matter experts to understand business needs, priorities, and performance gaps. Demonstrate an understanding of drug development processes, knowledge, and skills to provide appropriate learning solutions.
- Partner with functions to develop learning plans that align with Biomedical Research strategy and goals, diagnose organizational capability gaps, and identify, develop, and implement global learning solutions to build critical capabilities for the business.
- Identify required behaviors, skills, and knowledge needed by different roles. Collaborate with stakeholders to define desired performance outcomes. Analyze all requests and prioritize those that align with strategic priorities, leadership, and key stakeholders.
- Design and create advanced learning solutions using state-of-the-art methodologies, in partnership with subject matter experts, to maximize NVS Learning resources for business impact.
- Engage scientists and deliver learning solutions through outstanding engagement and facilitation skills. Facilitation certification preferred.
- Use available data to continuously develop, update, and deliver a robust learning portfolio, ensuring it meets BR strategic priorities in advancing drug development programs and provides an impactful learner experience. Focus on the innovation, effectiveness, and delivery of learning solutions.
- Determine data required to measure business value and impact of learning offerings.
- Responsible for delivering the best learner experience through quality learning solutions and ensuring positive impact on the business.

#### Role Requirements:

- Bachelor's degree is required. Advanced degree (MS, PhD, MD) preferred.
- 8+ years of experience in clinical, pharmaceutical, or medical field with a deep understanding of drug discovery and development in pharma or biotech.
- Experience with drug development processes and project management principles highly desired.
- Demonstrated experience working effectively with leaders and subject matter experts in a networked (matrix) organization.
- Experienced learning professional with strong skills in adult learning theory and application of innovative learning solutions in a pharmaceutical setting.
- Demonstrated strong project management and project leadership experience, including managing people, teams, and vendors.
- Ability to manage and influence across cross-functional and cross-divisional networked (matrix) organizations.
- Proactive, entrepreneurial approach to recognizing needs, anticipating issues, and solving problems.
- Demonstrated track record of collaboration/partnership.
- Outstanding engagement and facilitation skills. Facilitation certification preferred.

#LI-Hybrid

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: \$130,400 and \$195,600/year; however, while salary ranges are effective from 1/1/24 through 12/31/24, fluctuations in the job market

may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

#### EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers who are focused on building and advancing a culture of inclusion that values and celebrates individual differences, uniqueness, backgrounds and perspectives. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status. We are committed to fostering a diverse and inclusive workplace that reflects the world around us and connects us to the patients, customers and communities we serve.

#### Accessibility & Reasonable Accommodations

The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential

functions of a position, please send an e-mail to [us.reasonableaccommodations@novartis.com](mailto:us.reasonableaccommodations@novartis.com) or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门

Biomedical Research

Business Unit

Pharma Research

地点

USA

状态

Massachusetts

站点

Cambridge (USA)

Company / Legal Entity

U175 (FCRS = US175) Novartis Institutes for BioMedical Research, Inc.

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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