

Director Leadership and Capability Development, International

Job ID
REQ-10046462

4月 15, 2025

United Kingdom

摘要

Location: London, UK Remote

We are seeking a highly skilled and experienced Leadership Development, Learning, Organization Development professional, to join our team as Director of Leadership and Capability Development - International.

As a Talent & Development team, we strive to (1) enhance the strength, depth, diversity and impact of our senior leaders (2) deliver prioritized business improvement work which optimizes the “whole system” of the organization (3) build a highly engaged, purpose-driven organization in which all our associates are inspired and enabled to do their best work.

The successful candidate will work to ensure that key leaders (members of the Leadership Forum, People Manager Forum, Priority Program Leaders) are engaged, inspired and mobilized in a cohesive way. This will require ongoing diagnosis, design and delivery, leveraging a blend of skills from the adjacent areas of Leadership Development, Learning and Organization Development - and partnering with senior leaders to identify prioritized business priorities, assess development needs, build the engagement strategy and de-sign/implement solutions that drive manager capability &

leadership development across respective business unit.

This role requires a strategic mindset and pragmatic behaviors, valuing outcomes over process, to support analysis and planning of both clearly defined and ambiguous needs, adaptation to change, collaboration, and innovation. Adult learning and development expertise, and the ability to influence and engage stake-holders at various organizational levels is required.

About the Role

Your responsibilities include, but not limited to:

- Partner with key business leaders and stakeholders to assess and prioritize engagement and development needs that are aligned with the organization ' s goals and objectives, focusing on organizational leaders and people managers.
- Ensure clear leadership development objectives, goals, timelines, and target populations; all tied to the strategic needs of the business.
- Build strong relationships and collaborate with cross-functional teams to ensure alignment and integration of engagement, and development deliverables.
- Represent unit towards the Enterprise Leadership Development and enterprise Learning COEs, and vice versa.
- Synthesize information from various sources or contexts to "connect-the-dots" which will align strategies, groups and/or individuals across the organization.
- Develop and execute a holistic engagement, development plan focused toward our leaders (people managers, leaders of leaders, executives and network leaders).
- Lead, directly and indirectly, the team to ensure delivery of high-quality design, development and delivery of solutions that are aligned with needs analysis.
- As a collaborative partner, work with leadership development and relationship to relevant parts of the learning portfolio (i.e. M1, people manager/leader development) to align strategy and delivery within and outside of unit.
- Stay updated on industry trends and best practices to ensure the continuous improvement of deliverables.
- Manage vendor relationships and external partnerships to ensure quality and cost-effective delivery of solutions as required.

Essential Requirements:

- Bachelors degree in a relevant discipline is required, advanced degree preferred.
- Significant experience leading capability development, preferably within pharmaceutical industry or consultancy.
- Demonstrated experience in developing and implementing development strategies that align with and drive progress towards business priorities.
- Strong business acumen and ability to understand business priorities and challenges.
- Excellent communication, presentation, and facilitation skills, with the ability to influence and engage stakeholders at all levels.

- Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines.
- Languages: Fluent in written and spoken English, other languages an advantage
- Expert knowledge of adult education theory and practice.

Desirable Requirements:

- Ability to work independently and collaboratively with cross-functional teams.
- Attention to detail and commitment to quality

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部门
People & Organization

Business Unit
Sandoz

地点
United Kingdom

站点

Home Worker

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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