

## Lead Capability Building

Job ID  
REQ-10049687

4月 23, 2025

Canada

### 摘要

Location: Montreal or Toronto #LI-Hybrid

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

About the role:

We are seeking a lead who will champion the efforts to identify prioritized needs and deliver the upskilling required to enable the Novartis commercial field force to have the greatest impact in their customer engagement activities. This associate will orchestrate the learning and development of our field leaders and sales associates on our digital enablement journey to help our customers bring Novartis medicines to Canadian patients.

This role sits within the Business Excellence & Execution team and reports to the Director of Commercial Excellence.

Permanent position

## About the Role

### Key Responsibilities:

- Conduct selling skill needs assessments with first line managers and sales associates
- Orchestrate learning & development program for all Novartis sales associates, including sales leaders
- Benchmark and track capabilities of NVS sales associates vs. competition
- Partner with external agencies that specialize in customized training tailored to individual team needs
- Liaise with International & regional colleagues on country agnostic training programs
- Facilitate company wide workshops at leadership summits, cycle meetings and national sales meetings
- Accelerate the digital enablement journey for our brand teams by championing our efforts behind the International Commercialization Excellence initiative
- Using A.I, evolve the onboarding experience for new sales associates joining Novartis

### Essential Requirements:

- 5+ years in Canadian pharmaceutical industry customer facing role (sales representative and sales leadership)
- Experience in 2+ therapeutic areas
- Experience working cross-functionally (medical, commercial & access)
- Experience with adult learning principles
- University ungraduated degree or higher

### Desirable Requirements:

- Field sales training experience
- Bilingual (French/English)

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>

部门

International

Business Unit

Innovative Medicines

地点

Canada

站点

Montreal

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

Alternative Location 1

Toronto, Canada

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.



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