

Capability Building Manager

Job ID

REQ-10022657

Nov 13, 2024

Italy

About the Role

Key responsibilities:

- Be responsible for designing and implementing the learning & capability building plans for the customer facing associates in line with internal and external future trends and role evolutions (ex Field Force, Medical, Field Value & Access..)
- Work with the TAs and Functions to define, develop and implement learning and capabilities journey for the responsible population, leveraging on internal resources and synergies with other functions within IBEEM and beyond and collaborate with external partners to explore market trends and evolution
- Continue to invest in scientific knowledge upskilling, working in collaboration with cross functional teams and exploring new ways of working and methodology
- Partner with the business and functions to provide a smooth onboarding for new hiring or internal moves for the customer facing roles, to continuously improve the process in terms of efficiency and standardization
- Create partnership with Global team and other Top countries to design and implement local strategies in order to deploy Global enterprise programs for responsible population at country level, as well as work in close collaboration with local P&O to strengthen people development
- Explore future external trends and learning methodologies that can upgrade existing learning programs; manage learning platform and training budget with high accuracy on KPIs measurement

Essential requirements:

- + 5 years experiences in learning and capability building role, preferably in commercial training in pharmaceutical or other industries
- Advanced stakeholder management at all levels within the organization, strong communications and negotiation skills, high results oriented and cross functional way of working
- Strong team player, passionate, creative and curious for new learning evolution
- Experience in change management and transformation
- Management of dashboards and KPI's, strong data and analytical skills, experience with AI
- Management of Learning Platforms (LMS) and tools
- University Degree , MBA is desirable
- Fluent in Italian and English

Why Novartis?: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You will receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to learn more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

Role Requirements

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>

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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>

Division

International

Business Unit

Innovative Medicines

Location

Italy

Site

Milano

Company / Legal Entity

IT08 (FCRS = IT008) Novartis Farma S.p.A.

Functional Area

Sales

Job Type

Full time

Employment Type

Regolare

Shift Work

No

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