

Lead, Capability Learning Solutions

Job ID

REQ-10024422

Nov 18, 2024

India

About the Role

Location: Hyderabad

Major Accountabilities

- Apply consultative skills to assess skill gaps and prioritize learning needs that are aligned with business goals and objectives.
- Initiate and facilitate discussions with business leaders, stakeholders, and subject matter experts to drive clear learning outcomes, goals, timelines, and target populations; all tied to the strategic needs of the business.
- Synthesize information from various sources or contexts to “connect-the-dots” which will align strategies, groups and/or individuals across the organization.
- Lead the learning project team, applying project management principles, processes, and tools to ensure on time and on budget delivery of training projects.
- Track, assess, and communicate project status with team members and stakeholders routinely.
- Develop and execute effective communication plans and campaigns aligned with project and audience needs across multiple channels.
- Design and deliver presentations aligned to audience, including senior leaders.
- Design and implement business impact measures across learning solutions to assess effectiveness. Continuously monitor and analyze learning outcomes and apply insights to improve impact of learning programs.
- Directly responsible for driving stakeholder satisfaction by delivering the best customer experience, quality of learning solutions, and positive impact to the business.
- Manage vendor relationships and external partnerships to ensure quality and cost-effective delivery of learning solutions.
- Stay updated on industry trends and best practices to ensure the continuous improvement of learning deliverables.

Experience/ Professional requirement

- 5+ years of relevant experience preferably within pharmaceutical industry / consultancy.
- Demonstrated experience in consulting with business leaders and designing and implementing impactful learning strategies.
- Strong business acumen and ability to translate business priorities and challenges into learning solutions.
- The ability to be curious, flexible and have a growth mindset.
- 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.
- Ability to work independently and collaboratively with cross-functional teams.
- Attention to detail and commitment to quality.
- Deep knowledge of adult learning theory and practice.

Accessibility and accommodation

Novartis is 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 recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.india@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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>

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>

Division

Development

Business Unit

Innovative Medicines

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID
REQ-10024422

Lead, Capability Learning Solutions

[Apply to Job](#)

Source URL: <https://jobapi.novartis.com/req-10024422-lead-capability-learning-solutions>

List of links present in page

1. <https://jobapi.novartis.com/req-10024422-lead-capability-learning-solutions>
2. <mailto:diversityandincl.india@novartis.com>
3. <https://www.novartis.com/about/strategy/people-and-culture>
4. <https://talentnetwork.novartis.com/network>
5. <https://www.novartis.com/careers/benefits-rewards>
6. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Hyderabad-Office/Lead--Capability-Learning-Solutions_REQ-10024422-2
7. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Hyderabad-Office/Lead--Capability-Learning-Solutions_REQ-10024422-2