

Associate Director, Leadership Development

Job ID
REQ-10059113

8月 07, 2025

United Kingdom

摘要

Step into a role where your passion for leadership development can truly shape the future of Novartis. As Associate Director, Leadership Development, you 'll co-create and deliver enterprise-wide initiatives that build impactful leadership capabilities across a global, matrixed organisation. You 'll collaborate with senior stakeholders, internal teams, and external partners to design and execute programmes that align with strategic priorities and drive measurable outcomes. This is a unique opportunity to influence leadership culture, leverage data-driven insights, and contribute meaningfully to the growth of our people and the success of our business.

Location: London, UK; Dublin, Ireland; Prague, Czech Republic #LI-Hybrid

Relocation Support: Yes

About the Role

Responsibilities:

- Lead the end-to-end execution of enterprise-wide leadership development programmes, ensuring alignment with design, timelines, and strategic goals
- Manage nomination and prioritisation processes, participant engagement, and delivery logistics to ensure seamless programme execution
- Partner with internal teams and external vendors to co-design leadership interventions that reflect diverse perspectives and business needs
- Use data from talent assessments and organisational metrics to shape programme direction and evaluate impact and value
- Coordinate with delivery teams and operational partners to ensure efficient programme administration and stakeholder satisfaction
- Support the creation and refinement of leadership development content in collaboration with subject matter experts and delivery partners
- Prepare and present clear, concise updates and materials for senior leaders, sponsors, and governance forums
- Contribute to the Leadership Development community by sharing insights, fostering collaboration, and supporting capability building

Essential for the role:

- University degree in social sciences, business, or a related field; advanced degree (MBA/MSc) preferred
- Strong interest in leadership and people development, with experience contributing to change or talent-related projects
- Minimum 5 years of experience in programme or high-visibility project management, ideally within a global or matrixed organisation
- Proven ability to build and manage detailed project plans, timelines, and stakeholder communications
- Demonstrated success in coordinating cross-functional teams and managing multiple workstreams simultaneously
- Proficiency in project management tools and methodologies to monitor progress, manage risks, and ensure delivery
- Excellent communication and stakeholder engagement skills, including experience preparing updates for senior leaders
- Comfortable working in high-ambiguity environments and collaborating across diverse, international teams

Desirable for the role:

- Experience working within the broader Talent & Development space, with exposure to leadership content design and delivery
- Eagerness to expand impact beyond immediate responsibilities by contributing to enterprise-wide people and change initiatives

Benefits & Rewards

Czech Republic

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement); 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program - choice of benefits from Benefit Plus Cafeteria in the amount of 17,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Car Allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business

Services: <https://www.novartis.cz>

Commitment to Diversity & Inclusion:

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

Accessibility and accommodation:

Czech Republic

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
People & Organization

Business Unit
Corporate

地点
United Kingdom

站点
London (The Westworks)

Company / Legal Entity
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1
Dublin (NOCC), Ireland

Alternative Location 2
Prague, Czech Republic

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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