

Associate Director, Change Management

Job ID
REQ-10063125

10月 10, 2025

Ireland

摘要

#LI-Hybrid
Location: Dublin, Ireland

Relocation Support: This role is based in Dublin, Ireland. Novartis is unable to offer relocation support: please only apply if accessible.

Are you passionate about driving meaningful change in a dynamic, global environment? As an Associate Director, Change Management at Novartis, you ' ll be at the forefront of shaping how our Integrated Marketing Organization evolves. You ' ll lead strategic change initiatives that empower teams, streamline operations, and enhance business outcomes. This is your opportunity to influence how we adapt to innovation and deliver impact across the organization.

About the Role

Key Responsibilities

- Lead enterprise-wide change strategies aligned with business goals and regulatory standards
- Partner with leaders to assess change impacts and stakeholder readiness
- Design and implement communication, training, and engagement plans
- Coordinate change initiatives to minimize disruption and maximize adoption
- Monitor progress and report change effectiveness to leadership
- Coach change champions and build internal change capabilities
- Develop tools and best practices to strengthen organizational change maturity

Essential Requirements

- Bachelor ' s degree in Business Administration, Organizational Development, Education, or a related field
- Minimum 7 years ' experience in change management, consulting, or adult learning roles
- Proven success leading complex change programs in large, matrixed organizations
- Strong communication skills with ability to influence stakeholders at all levels
- Demonstrated project management skills, including planning and cross-functional collaboration
- Experience in pharmaceutical, biotech, or healthcare industries

Desirable Requirements

- Certification in change management methodologies (e.g., Prosci, ACMP)
- Familiarity with emerging technologies such as Generative AI and Agentic AI

Commitment to Diversity & Inclusion:

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

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
US

Business Unit
Universal Hierarchy Node

地点
Ireland

站点
Dublin (NOCC)

Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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