

## Change Strategy Associate Director

Job ID  
REQ-10063125

10月 09, 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 a Change Strategy Associate Director 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>

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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>

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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