

Enterprise Learning Governance & Process Manager

Job ID
REQ-10065199

10月 21, 2025

Ireland

摘要

#LI-Hybrid

Location: Dublin, Ireland; Prague, Czech Republic; Hyderabad, India

Relocation Support: This role can only be based in one of the countries listed above. Novartis is unable to offer relocation support: please only apply if accessible.

Are you ready to shape the future of learning at Novartis? As the Enterprise Learning Governance & Process Manager, you 'll be at the heart of designing and maintaining a global learning framework that empowers teams and drives strategic impact. You 'll collaborate with diverse stakeholders, influence enterprise-wide standards, and ensure every learning initiative aligns with our mission to unlock the full potential of our people. This is your opportunity to make a meaningful difference—leading innovation, fostering growth, and helping Novartis stay ahead in a fast-paced, dynamic environment.

About the Role

Key Responsibilities

- Establish and maintain enterprise-wide learning frameworks, standards, and guidelines.
- Collaborate with senior stakeholders to align learning initiatives with strategic business goals.
- Balance enterprise needs with functional-specific requirements across global teams.
- Lead global program and project management for learning initiatives.
- Communicate regular updates on learning products and services to teams and business leaders.
- Support the Chief Learning Officer and team in board presentations and meetings.
- Report on learning impact and value measurement to demonstrate business outcomes.
- Influence and engage a globally dispersed community of learning and skills practitioners.
- Ensure effective communication of enterprise-level learning products and services.
- Drive innovation and continuous improvement in learning governance and processes.

Essential Requirements

- Postgraduate degree in organizational change, adult learning, project management, organizational strategy, service management, or a related field.
- Strong experience managing learning portfolios and developing enterprise-wide learning frameworks.
- Excellent stakeholder management, analytical, and strategic thinking abilities.
- Proven track record in designing and implementing learning and skills initiatives across multiple geographies.
- Demonstrated experience in change management, including influencing leaders, stakeholders, and associates.
- Proficiency in design thinking, executive presence, and effective communication in dynamic environments.

Desirable Requirements

- Experience leveraging learning and talent technologies such as learning experience platforms, learning management systems, skills systems, or testing systems in the design and deployment of global learning solutions.
- Expertise in Lean Six Sigma methodologies for process improvement.

Benefits and 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 and Inclusion / EEO paragraph

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>

部門
People & Organization

Business Unit

Universal Hierarchy Node

地点

Ireland

站点

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1

Hyderabad (Office), India

Alternative Location 2

Prague, Czech Republic

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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