

AD, Learning Delivery

Job ID
REQ-10065751

10月 31, 2025

USA

摘要

#LI-Hybrid

Join Novartis as the Associate Director, Learning Delivery, and have the opportunity to play a critical role in building the US Integrated Marketing Organization (IMO) Change Operations & Training capability to improve change adoption and deliver relevant learning experiences to our growing Community. This role is responsible for planning, prioritization, and the development of portfolio- and role-level learning initiatives in partnership with a globally distributed team of SMEs. The successful candidate will oversee the strategy, curriculum design and development, and a team of learning delivery experts accountable to build, run, and optimize learning programs for assigned domain.

This position will be based in East Hanover, NJ and will not have the ability to be located remotely. Please note that this role would not provide relocation, and only local candidates will be considered. This position will require 5-10% travel as defined by the business (domestic and/or international).

About the Role

Key Responsibilities:

- Define and communicate a compelling vision for change, engaging and aligning all impacted teams to build buy-in and foster a shared sense of purpose.
- Establish and maintain a network of change champions, providing necessary training, tools, and resources to support leaders and employees through transitions.
- Develop and execute a consistent communication strategy, tailoring messages and leveraging feedback to adapt approaches and sustain momentum for change initiatives.
- Integrate new practices into daily operations, promoting continuous improvement by updating processes and maintaining relevant resources as the organization evolves.
- Develop and maintain curriculum strategies and standards, ensuring alignment with organizational objectives and best practices in adult learning.
- Design, govern, and organize learning journeys at the role level, integrating multiple program streams to optimize the associate learning experience.
- Articulate the value and benefits of learning programs through compelling content and value stories, ensuring their impact is clearly communicated.
- Lead the development of high-quality, relevant, and impactful learning materials, overseeing content initiatives from conception to delivery.
- Provide functional leadership to a globally distributed team of learning delivery experts, mentoring and developing team members while championing enterprise change.
- Continuously seek feedback and optimize learning programs and experiences, leading high-priority initiatives and documenting processes to support ongoing organizational objectives.

Essential Requirements:

- Bachelor's degree in Business Administration, Communications, Education, or a related field.
- Minimum of 7 years of experience in change management, higher education administration, project management, or a related role.
- Proven track record of successfully leading and managing change initiatives in a complex environment.
- Strong understanding of change management principles, methodologies, and tools, with ability to connect strategy to execution to deliver measurable impact
- Excellent communication and interpersonal skills, with the ability to build strong relationships with stakeholders at all levels and present clear ideas to large audiences.
- Strong analytical and problem-solving skills.
- Ability to work independently and manage multiple priorities in a fast-paced environment.

Desirable Requirements:

- Experience in a leadership role within a large, matrixed, global organization.
- Certification in change management (e.g., Prosci, CCMP) and proficiency in learning management systems

Novartis Compensation Summary: The salary for this position is expected to range between \$119,700 and \$222,300 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your

compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

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Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

部门
US

Business Unit
Universal Hierarchy Node

地点
USA

状态
New Jersey

站点
East Hanover

Company / Legal Entity
U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area
Human Resources

Job Type
Full time

Employment Type
Regular

Shift Work
No

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