

## Associate Director, Field Capability Development - German Native

Job ID  
REQ-10066859

11月 21, 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 shaping the future of field excellence? As Associate Director, Field Capability Development, you ' ll lead transformative initiatives that empower commercial and medical teams to deliver exceptional impact. In this role, you ' ll design innovative programs, foster a culture of continuous learning, and collaborate with senior leaders across the globe to drive operational excellence. Your expertise will help build high-performing teams and ensure Novartis remains at the forefront of healthcare innovation.

## About the Role

### Key Responsibilities

- Lead the design and implementation of commercial and medical excellence programs aligned with business objectives.
- Deliver key projects, impactful workshops and training sessions, both in-person and virtually.
- Collaborate with cross-functional teams to ensure successful project execution and adoption.
- Act as a trusted advisor to senior stakeholders, influencing strategic decisions.
- Mentor and develop junior team members to build a high-performing culture.
- Manage resources effectively to optimize financial and operational outcomes.
- Drive continuous improvement in project management and capability development processes.
- Monitor KPIs to ensure delivery of business impact and customer satisfaction.

### Essential Requirements

- Graduate degree in Life Sciences, Pharmacy, Medicine, or related field.
- Minimum 10 years' experience in commercial or medical excellence roles within pharma/healthcare.
- Proven leadership in complex projects and cross-functional team environments.
- Expertise in capability development and field force excellence strategies.
- Strong stakeholder engagement and influencing skills at senior levels.
- Experience designing and delivering impactful training and development programs.
- Ability to thrive in a matrix and geographically dispersed organization.
- Advanced training, coaching and facilitation skills
- Full proficiency in English and native-level German language skills.

### Desirable Requirements

- "Coaching/Coach the Coach" certification.

#### 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>

Disclaimer\*: Some restrictions on flexible working options may apply and will be discussed during interview if applicable

#### 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>

## Commitment To Diversity And Inclusion / EEO

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

## Accessibility And Accommodation

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 [diversity.inclusionch@novartis.com](mailto:diversity.inclusionch@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

## Join Our Novartis Network

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

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部门  
International

Business Unit  
Marketing

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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