

# Capability Building Manager

Job ID  
REQ-10069025

2月 04, 2026

Poland

## 摘要

#LI-Hybrid

Location: Warsaw, Poland

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

Are you passionate about shaping the future of commercial capabilities? In this role, you 'll be the driving force behind innovative learning strategies that empower teams and deliver measurable business impact. You 'll design and implement cutting-edge programs, collaborate with leaders across the organization, and leverage artificial intelligence (AI)-driven solutions to transform how we build skills. Join us to make learning a strategic advantage and help Novartis stay ahead in a rapidly evolving healthcare landscape.

## About the Role

## Key Responsibilities

- Assess and develop capabilities across the commercial organization to drive measurable business impact.
- Design and implement strategic learning plans aligned with organizational goals.
- Adapt global learning experiences for local deployment across sales, marketing, and medical functions.
- Deliver tailored learning programs that meet specific business needs.
- Develop and execute a competency development strategy for commercial roles.
- Collaborate with leaders to identify and close capability gaps across functions.
- Provide on-site support to field teams, implementing solutions in real time.
- Manage vendor selection and budgets to ensure cost-effective learning solutions.
- Create innovative training tools and materials, including digital and artificial intelligence (AI) features.
- Monitor and measure return on investment (ROI) and effectiveness of learning interventions for improvement.

## Essential Requirements

- University degree in marketing, communications, psychology, economics, or business.
- Fluency in local language and English, both written and spoken.
- Minimum 8 years' experience in learning and development or capability building within a multinational organization.
- Proven ability to collaborate effectively with remote and field teams.
- Strong experience in customer-facing or commercial roles is an advantage.
- Demonstrated use of artificial intelligence (AI) tools in learning and development or capability building.
- Excellent communication, influencing, and prioritization skills with strong attention to detail.
- Ability to lead change, think strategically, and build relationships across diverse stakeholders.

## Desirable Requirements

- Experience in pharmaceutical or healthcare industry learning and capability building.
- Expertise with digital learning platforms and learning management systems.

## Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

## Expected Annual Base Salary Range for role:

- Poland: PLN 224,770 - 417,430

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you will be eligible for a performance-based bonus depending on certain performance parameters. Further details will be provided during the application process.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our [brochure](#) to learn more about our global total rewards offering:  
<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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.

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.  
[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range  
zł 224,770.00 - zł 417,430.00

部门  
International

Business Unit  
General Management

地点  
Poland

站点  
Warsaw

Company / Legal Entity  
PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area  
Sales

Job Type  
Full time

Employment Type  
Temporary (Fixed Term)

Shift Work  
No

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function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
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document.documentElement.clientWidth || document.body.clientWidth; var mediaElement = document.getElementById("kalturaplayer6983a8fd6f718102614393"); var mediaContainer = mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px"; var originalWidthValue = parseFloat(originalWidth); var originalHeightValue = parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; // Get computed styles of the container element. var parentStyles = window.getComputedStyle(mediaContainer); var finalWidth = parseFloat(parentStyles.width); if (finalWidth < originalWidthValue) { var config = { targetId: "kalturaplayer6983a8fd6f718102614393", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfd: "55802022" }, playback: { autoplay: false, autopause: false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: { disable: true }, "playkit-js-transcript": { position: "right", // Default: bottom; ('left', 'right', 'top', 'bottom') } }, enable transcript. expandMode: "over", // Default: alongside; ('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable: true }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true }; config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true }; config.ui.uiComponents = []; config.plugins.googleTagManager = {}; config.plugins.googleTagManager.customEventsTracking = {}; config.plugins.googleTagManager.containerId = 'GTM-57RJQ5'; config.plugins.googleTagManager.customEventsTracking.custom = []; config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } };
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try { var kalturaPlayer = KalturaPlayer.setup(config); // Add the player to the global array. if (typeof kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => { setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) { players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => { players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause === 'function') { otherPlayer.pause(); } })); })); } } catch (e) { console.error(e.message) }
```



## VIDEO

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

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