

## Learning Delivery Manager

Job ID  
REQ-10070032

2月 25, 2026

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.

You ' ll play a pivotal role in shaping how our teams learn, grow, and confidently adopt new ways of working. As the bridge between strategy, change, and capability building, you ' ll design and deliver learning experiences that empower associates across the content supply chain and United States Marketing organization. Your work will help simplify complexity, strengthen understanding, and enable teams to navigate transformation with clarity and confidence. This is a chance to influence how people work every day—creating learning that is meaningful, scalable, and truly felt across the business.

About the Role

## Key Responsibilities

- Lead the design and delivery of learning programs that strengthen content supply chain and marketing capabilities.
- Build tailored change, training, and communication plans that address the needs of diverse end-user groups.
- Collaborate with stakeholders, subject matter experts, and vendors to shape accurate, business-aligned learning content.
- Assess stakeholder impacts to understand user experience and anticipate shifts in ways of working.
- Deliver clear, timely communications that prepare associates for upcoming changes and support successful adoption.
- Define and track key performance indicators to measure learning effectiveness, adoption, and communication reach.
- Use data and feedback to refine learning and change strategies and improve user experience.
- Coach leaders and managers to reinforce change and promote sustained adoption across teams.

## Essential Requirements

- Bachelor ' s degree in a relevant field such as Business, Education, Instructional Design, or Organizational Development.
- At least five years of experience in learning and development or change management.
- Proven ability to design and deliver learning and change programs supporting technology or process transformation.
- Experience working in the pharmaceutical, biotechnology, or healthcare industry.
- Strong understanding of adult learning principles and change management methods grounded in human-centered design.
- Excellent communication, interpersonal, and presentation skills with the ability to engage diverse audiences.

## Desirable Requirements

- Master ' s degree in Instructional Design, Adult Education, Organizational Development, or a related field.
- Recognized change management certification and experience implementing learning analytics to track adoption and effectiveness.

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

部门  
US

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

```
var config = { targetId: "kalturaplayer69dae9bf7497b832076328", provider: { widgetId:
"10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", //
Default: bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
```

```
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
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: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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