

Change Planning Manager

Job ID
REQ-10070033

1月 26, 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.

Shape how change lands across Novartis by turning complex, cross functional initiatives into confident, user ready adoption. In this role, you will orchestrate the enterprise change calendar, align timing and communications, and coordinate resources so teams can stay focused on what matters—better outcomes for patients and customers. You will partner closely across our Integrated Marketing Organization and Training and Communications teams to assess capacity for change, surface interdependencies, and mitigate risks early. You will help leaders and associates prepare through engaging enablement, and you will translate readiness and adoption insights into clear, actionable narratives for decision makers. If you love bringing structure to complexity and enabling people to thrive through change, this is your opportunity to make a visible, enterprise wide impact.

About the Role

Key Responsibilities:

- Maintain an integrated change calendar that aligns high impact initiatives across the organization
- Gather change impacts and operational needs through close collaboration with cross functional partners
- Coordinate timing, communications, and resources to reduce disruption and strengthen user adoption
- Assess risks across initiatives and recommend mitigation strategies to ensure smooth implementation
- Build stakeholder engagement by sharing clear, timely insights about upcoming changes
- Support leaders and associates with training and enablement to prepare for transitions
- Report readiness, adoption, and change outcomes to leadership with meaningful, actionable insights
- Continuously enhance coordination processes, tracking tools, and visibility of change activities

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 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

```
function adjustKalturaPlayer() { var deviceWidth = window.innerWidth ||
document.documentElement.clientWidth || document.body.clientWidth; var mediaElement =
document.getElementById("kalturaplayer69b85013ea0f4156406295"); 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 < var config = { targetId:
"kalturaplayer69b85013ea0f4156406295", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false,
```

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allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: {
disable: true }, "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 } }, 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 } };
```

```
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"}); 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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2. <https://www.novartis.com/careers/benefits-rewards>
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