Manager, AI Innovation Lab (Learning and Training Assets Delivery)

Job ID
REQ-10072380

2　27, 2026

Ireland

At Novartis, we are reimagining medicine to improve and extend people's lives. Alongside breakthrough science, we invest in advanced digital capabilities that enable better decisions, faster learning, and meaningful impact across complex healthcare ecosystems.

The Manager, Innovation Lab – Learning & Training Assets (AI) sits within the Innovation Lab (iLab), part of Marketing Technology Product Management within the Integrated Marketing Organisation. In this role, you will join a highly innovative, intrapreneurial team focused on accelerating the adoption of AI and agentic solutions across Novartis.

You will design and deliver a scalable, multi　modality AI learning and enablement ecosystem ensuring teams across the organization can effectively adopt, apply, and scale AI capabilities in line with iLab's operating model, governance standards, and strategic priorities.

About the Role

Key Responsibilities

- Design, deliver, and continuously evolve a scalable, end to end AI learning and enablement ecosystem, spanning foundational to advanced and agent building capabilities, aligned to enterprise AI priorities.
- Define skill standards, proficiency frameworks, and role based capability maps, informed by ongoing learning needs analyses and skills gap assessments.
- Create and maintain hands on AI enablement assets, including labs, simulations, prompt libraries, reusable workflows, playbooks, and multi format learning materials such as e learning, videos, job aids, live demos, and quick start guides.
- Enable adoption of AI and agentic solutions by embedding learning into daily workflows and ways of working, building prompt fluency, AI literacy, and responsible AI understanding across teams.
- Partner with People & Organization (P&O) to support organizational readiness and change initiatives related to AI transformation.
- Ensure all learning content and enablement assets comply with AI governance, privacy, validation, and Responsible AI standards, maintaining quality, version control, and lifecycle management.
- Define and track success metrics for AI learning and adoption, maintaining dashboards and insights to evaluate impact, effectiveness, and continuous improvement.
- Collaborate closely with product teams, Solutionists, engineering, compliance, and broader Innovation Lab teams—including XR and Game Studio—to embed learning into solution lifecycles and align enablement standards across the iLab. Experience Required

Experience Required

- Bachelor's degree or equivalent in business, innovation, IT, education, instructional design, learning & development, or a related field.
- 5+ years' experience designing, developing, and delivering learning solutions for adult learners, using multiple modalities and technologies, ideally within technology led environments (e.g. AI, digital platforms, immersive technologies).
- Hands on experience with AI tools, including prompt engineering, workflow design, and agent usage, with a strong applied understanding of large language models (LLMs) and their strengths and limitations.
- Proven ability to translate complex AI and agentic workflows (e.g. Copilot Studio, LangChain, Semantic Kernel) into clear, accessible learning experiences, labs, and enablement materials for non technical audiences.
- Experience creating multi format learning and technical enablement content, including e learning, live sessions, job aids, and experiential learning assets.
- Strong grounding in adult learning principles, behavior change models, and AI literacy frameworks.
- Familiarity with AI governance, compliance, and Responsible AI considerations, particularly in regulated or enterprise environments.
- Strong communication and collaboration skills, with experience working cross functionally across business, technical, and operational teams.
- Proficiency with Microsoft productivity tools (PowerPoint, Excel, Teams) and Learning

Management Systems (LMS).

Why Join Novartis Innovation Lab

- Work on high-impact problems that enable innovation acceleration at the intersection of science, emerging technology, and human behavior

- Build and validate next-generation digital solutions used across a global pharmaceutical enterprise

- Operate in a true innovation environment that values evidence, experimentation, and learning, and measurable business impact

- Contribute to reusable capabilities that shape how Novartis innovates at scale

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)

US

Business Unit
Marketing

Ireland

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("kalturaplayer69a5290e55aeb853171548"); 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: "kalturaplayer69a5290e55aeb853171548", provider: { widgetId: "1Om7rm1pm", partnerId: "2076321", uiConfId: "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') 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 };

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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

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representative of the patients and communities we serve.

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3. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Manager--AI-Innovation-Lab--Learning-and-Training-Assets-Delivery-REQ-10072380-1
4. https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Manager--AI-Innovation-Lab--Learning-and-Training-Assets-Delivery-REQ-10072380-1