

Instructional Designer (Learning), BSI Consulting & Program Management

Job ID
REQ-10074389

3月 23, 2026

Ireland

摘要

This role is based in Dublin, Ireland. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible to you.

Business Solutions International (BSI) is an established team within International Commercial Launch Strategy (CLS) with the objective of providing gold standard business solutions to drive excellence in delivery and innovation across the division. The Consulting and Program Management team within BSI works across International to support and enable delivery of the highest priority programs

As an Instructional Designer (Learning), you will drive the development and delivery of learning solutions and training that will be needed by target associates, to ensure they have the skills to effectively apply and manage the upcoming changes associated with the delivery of the Customer Engagement of the Future program (CEFUT) - a strategic initiative to replace the organisation's core CRM system. Working cross functionally, the candidate will drive resolution of complex business challenges and ensure the program delivers tangible, organisation-wide impact.

The successful candidate will bring a strong track record in leading and delivering large global programs and initiatives, preferably in a commercial and pharma setting. This is an opportunity to make a significant impact at scale, across the International Business Unit.

Location: Dublin, Ireland #LI-Hybrid

About the Role

Key responsibilities

- Support and act as first point of contact for all program related Instructional Design (ID) targets, objectives, tasks and activities.
- Support and act as first point of contact for all program related Train-the-Trainer style targets, objectives, tasks and activities.
- Support other program leadership roles in the wider management of resources, targets, objectives, and tasks.
- Coordinate with SMEs, key stakeholders, and the wider team to surface the business needs/problems; identify resulting learning needs, learning participants' profiles and any learning evaluation / assessment methods and criteria to implement as part of any learning solutions, incl. any subsequent Train-the-Trainer style learning solutions.
- Work with the SMEs, Key Stakeholders, and wider team to lead and coordinate learning solution design, development, implementation, and evaluation phases - inclusive of any subsequent Train-the-Trainer style learning solutions.
- Work in partnership with Multimedia Developers in the end-to-end development of any/all in-room training, live-online training, physical and printable learning content / supporting resources, storyboards, simulations, e-learning, and other types of learning content/resources.
- Work in partnership with training delivery experts (e.g., coaches / facilitators) in the development and coordination of in-room training and live-online training, and associated resources.
- Drive best practices and process improvements within the program and across the wider team and organization.
- Ensure real / case studies are embedded in the training resources and program (e.g., medical / commercial teams' interactions with CRM technologies)

Other responsibilities

- Support team building capabilities initiatives including greater depth of functional / commercial topics and our core capabilities (covering Consulting, Program Management and Learning) with focus on strengthening our PMO capabilities, enhancing templates, tools, workflows, and best practices across the organization.
- Build strong stakeholder relationships and role model structured ways of working, collaboration, and BSI's "One Team, Shared Impact" and culture.

Essential requirements:

- 5+ years ' experience conducting learning needs analysis and implementing subsequent learning solutions (online & physical formats) and methods of assessment.
- Leverages ID and learning tools, applications and standards, e.g., Microsoft Office (PowerPoint & Word), HTML, SCORM, VLEs/LMSs, ADDIE, VARK, etc.
- Strong analytical, communication, and problem-solving skills.
- Minimum of a bachelor ' s degree, preferably in science, engineering, business administration or economics
- Demonstrated ability to lead the design and delivery of complex learning programs across modalities

Desirable requirements:

- Exposure to large-scale technology transformation programs or enterprise CRM rollouts.
- Basic understanding of digital or CRM transformations and user adoption principles.

Commitment to Diversity and Inclusion:

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

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>

Benefits and Rewards: Learn about all the ways we ' ll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

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>

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部门

Operations

Business Unit

Human Resources

地点

Ireland

站点

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

Sales

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("kalturaplayer69c35c8bc8000372582157"); 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:
"kalturaplayer69c35c8bc8000372582157", provider: { widgetId: "10m7rm1pm", 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 };
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: "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

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