

## Product Implementation expert - Learning & Skills Technology (CSOD)

Job ID  
REQ-10075552

4月 10, 2026

India

### 摘要

The role “Product Implementation expert - Learning & Skills Technology (CSOD)” is part of People technology data and insights (PTDI) organization, supporting product owner in technology landscape management, enhancement as well as business management activities.

This role supports Novartis’ s learning, talent, and skills technology ecosystem, including CSOD LMS/LxP and talent marketplace. The role serves as a subject matter expert, translating business needs into system functionality while ensuring compliance with company and industry standards. Key responsibilities include business analysis, system governance and configuration, change and release management, technical service support, reporting and metrics, vendor collaboration, and systems documentation. The position partners with HR, IT operations and vendor teams to maintain the platforms, deploy enhancements, drive adoption, maintain validated state, and support audits, privacy, and GxP requirements globally.

## About the Role

### Key Responsibilities

- Act as techno-functional expert / business analyst for learning and skills technology landscape of the organization.
- Coordinate and engage with both internal and external stakeholders throughout the organization. Challenge existing processes, Translate business requirements into optimal technical solutions in partnership with IT operations team, and drive platform adoption.
- Maintain expert-level knowledge of HR systems, including features/configuration options, advise stakeholders on best practices and roadmap alignment.
- Lead change & release deployment execution, design/build/automation support, configuration coordination, end-to-end testing, and move-to-production readiness.
- Provide technical support to sustain system health and workflows, troubleshoot issues, perform root-cause analysis, and manage escalations.
- Operate within defined service management standards to fulfil service offerings and ensure consistent delivery quality.
- Deliver reporting and dashboards, analyze data for trends and continuous improvement opportunities.
- Coordinate with internal support teams, integration partners, and product vendors to resolve issues and implement enhancements in line with vendor release calendars.
- Maintain governance and compliance with both internal and external policies—including GAMP and CFR 21 Part 11—through rigorous audits, controls, and data integrity measures.
- Support regulated environment GxP validation and periodic review activities. Maintain audit-ready state of the systems in scope.
- Own and maintain configuration/technical documentation (workbooks/specs), operating procedures, knowledge content, and application standards.

### Essential Requirements:

- Product certifications / equivalent product implementation or support experience on Learning management systems and learning experience platforms, preferably Cornerstone OnDemand (CSOD) or any other leading industry platforms
- 5+ years of practical experience with relevant systems, including CSOD LMS & LxP, Data Integration, APIs, and third-party content management system integration such as Coursera—in areas such as implementation, configuration, release management, and third-level support.
- Hands-on experience of GxP, Computer System Validation (CFR 21 Part 11), Data Privacy and regulatory Compliance
- Role model self awareness and a growth mindset through continuous learning, acknowledging gaps, and personal accountability.

### Desirable Requirements:

- Experience / proven knowledge of artificial intelligence tools & use cases for learning & talent systems
- Demonstrated ability to work in cross functional teams within international & matrixed environment.

- Excellent written and verbal communication skills
- Solid organizational skills include attention to detail and multi-tasking skills.
- Experience in pharmaceutical or life science industry would be a plus.

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部门  
People & Organization

Business Unit  
Human Resources

地点  
India

站点  
Hyderabad (Office)

Company / Legal Entity  
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area  
Human Resources

Job Type  
Full time

Employment Type

Regular

Shift Work

No

```
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"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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