

## ERC and S&L Academies Learning Manager

Job ID  
REQ-10081485

7月 06, 2026

India

Available in: English

### 摘要

#LI-Hybrid

Location: Hyderabad

We are looking for an ERC and S&L Academies Learning Manager to join the ERC Academy, Training & Enablement team. This is a hands-on role for someone who enjoys making learning happen, bringing together experts, helping to shape delivery, and ensuring high quality learning experiences land with real impact.

In this role, you will support the end to end delivery of ERC and S&L learning programs and act as a connector across the ERC and S&L function, collaborating with subject matter experts (SMEs) to inform and enrich training on ERC and S&L topics.

## About the Role

ERC and S&L Academies Learning Manager will:

- Support the planning, design and delivery of learning programs that strengthen capabilities against the ERC and S&L Programs.
- Proven ability to develop & deliver training across a range of media including video, eLearning, PowerPoint etc.
- Able to understand learning needs across impacted stakeholder groups and use these insights to scope and build tailored learning plans that address the needs of diverse end-user groups.
- Build networks, coordinate and collaborate effectively with other teams/SMEs within and outside ERC and S&L, to maximise the impact of training initiatives.
- Deliver clear, timely communications that prepare employees for upcoming training and support successful adoption.
- Use data and feedback to refine learning strategies and improve learner experience.
- Provide project management support for key profile team activities e.g. Business Stewardship Bootcamp reunion roll out.
- Maintain ERC and S&L Academy SharePoint sites (e.g. updating, uploading, archiving) and also support creation of pages etc.
- Leverage AI tools effectively to streamline tasks, generate content, and support decision-making, demonstrating practical fluency in prompting, interpreting, and refining AI outputs to improve work quality and efficiency.

## Essential Requirements

- Fluent English speaker
- Bachelor ' s degree in a relevant field such as Instructional Design, Adult Education, or a related field.
- A minimum of 5 years ' experience in learning and development role.
- Leverage AI tools effectively to streamline tasks, generate content, and support decision-making, demonstrating practical fluency in prompting, interpreting, and refining AI outputs to improve work quality and efficiency.
- Proven ability to design and deliver learning programs supporting policy, process and/or technology transformation/implementation.
- Strong understanding of adult learning principles grounded in human-centered design.
- Excellent communication, interpersonal, and presentation skills with the ability to engage diverse audiences.
- Experience implementing learning analytics to track adoption and effectiveness.
- Experience using training and media authoring tools like Articulate, MindSmith, Easy Generator, Synthesia and Clipchamp.

## Desirable Requirements

- Experience developing training solutions within a regulated industry (Pharma, Banking) or for a Compliance Training team.
- Exp in global matrixed orgs

## Why Novartis?

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!

Learn more here:

<https://www.novartis.com/about/strategy/people-and-culture>

### 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>

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 \(PDF 30 MB\)](#)

部门

Ethics Risk & Compliance

Business Unit

Corporate & Division Services

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Legal & Intellectual Property & Compl.

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a4d4a54effbb022167933", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.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 } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || [];  
try {  
  var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1dgvmafo"}});  
  // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly.  
  thumbEmbedPromise .then(function(player) {  
    window.kalturaPlayerVideos.push(player);  
    // Notify kalturaDataLayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load.  
    document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {detail: { player: player } }));  
  }) .catch(function(error) { console.error(error); });  
} catch (e) { console.error(e.message) }
```

## Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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