

Manager, Learning Product Enablement

Job ID
REQ-10085755

8月 21, 2026

Ireland

摘要

The Manager, Learning Product Enablement plays a critical role in advancing Novartis' transformation toward a product-led learning organization. As part of the Learning Strategy & Operations team within the US Skills & Capabilities Training organization, this position is responsible for enabling the design, adoption, optimization, and continuous improvement of learning products that support capability development across Commercial Sales, Field Medical, NPS, and Access & Reimbursement teams.

Partnering across US Skills & Capabilities Training, Commercial Operations, CRM, DDIT, vendor partners, and the Global Learning Center of Excellence, this role will help shape scalable, data-driven, and AI-enhanced learning experiences that improve learner engagement, accelerate capability development, and deliver measurable business impact.

The successful candidate will serve as a champion for learner-centric innovation, ensuring that learning products evolve continuously to meet changing business priorities, workforce needs, and the future of commercial learning.

About the Role

Major Accountabilities

- **Learning Product Strategy & Innovation**

- Support the development and execution of the learning product strategy for Commercial Sales, Field Medical, NPS, and Access & Reimbursement audiences.
- Partner with Skills & Capabilities leaders and business stakeholders to identify capability gaps, learner needs, and future learning opportunities.
- Develop and maintain learning product roadmaps aligned with strategic business priorities and workforce capability requirements.
- Evaluate emerging learning technologies, AI-enabled solutions, performance support tools, and digital learning trends to enhance learner experiences.
- Consult on the design of AI-enabled learning ecosystems, learner journeys, and adoption strategies.
- Assess learner feedback, utilization data, and performance metrics to identify opportunities for optimization and continuous improvement.
- Develop business cases and recommendations for product enhancements, new learning solutions, and innovation initiatives.
- Support pilot programs and experimentation efforts that improve learning effectiveness, engagement, and personalization.
- Advocate for the learner experience by ensuring learning products are designed around user needs, adoption barriers, and desired business outcomes.

- **Product Ownership & Portfolio Governance**

- Partner with Learning Measurement & Analytics teams to define success metrics, adoption targets, engagement indicators, and business impact measures.
- Manage learner enhancement requests, feedback processes, and prioritization activities.
- Oversee learning product lifecycle activities from pilot and launch through adoption, optimization, scaling, and retirement.
- Coordinate cross-functionally with Learning Operations, Onboarding, Innovative Learning Design, Project Management, DDIT, CRM, and external vendors to ensure alignment on priorities and delivery timelines.
- Monitor product health and adoption trends through dashboards, analytics, surveys, and learner feedback.
- Support portfolio governance by providing data-driven insights on product performance, learner satisfaction, utilization, and business value.
- Facilitate stakeholder discussions related to product priorities, roadmap decisions, and capability development strategies.
- Ensure learning products remain aligned with broader Commercial Capability objectives and enterprise learning strategies.

- **Stakeholder Engagement & Change Enablement**

- Build strong partnerships with stakeholders across the US, Mexico City, and global teams operating across multiple time zones.
- Drive adoption and engagement through effective communication, change management, and learner enablement strategies.

- Anticipate stakeholder needs and provide consultative recommendations that support evolving business priorities.
- Influence cross-functional teams and leaders to champion learning product adoption and continuous improvement initiatives.

What You'll Bring to the Role

- Bachelor's degree required.
- 4+ years of experience working within Learning & Development, Learning Technology, Capability Development, or related functions.
- 4+ years of experience leading or contributing to complex learning technology initiatives, digital learning programs, or large-scale capability development projects.
- Experience partnering with IT, DDIT, CRM, or technology teams to implement and optimize learning solutions.
- Strong analytical skills with the ability to interpret data, identify trends, and translate insights into actionable recommendations.
- Experience leveraging dashboards, reporting tools, and survey platforms to measure learning effectiveness and product adoption.
- Excellent English communication skills, both written and verbal, with the ability to communicate technical and business concepts to diverse audiences.
- Proven ability to work effectively in matrixed organizations and influence stakeholders without direct authority.
- Strong collaboration, project management, and stakeholder engagement skills.
- Ability to thrive in a fast-paced environment characterized by ambiguity, change, and competing priorities.

Preferred Qualifications

- 2+ years of experience within the pharmaceutical, biotech, healthcare, or life sciences industry.
- Experience with AI-enabled learning technologies and integrating AI tools into capability development programs.
- Experience managing external vendors and third-party learning technology partners.
- Knowledge of learning analytics, learner experience design, and product management principles.
- MBA, advanced degree, or relevant technical certification is a plus.
- Familiarity with Power BI and advanced reporting or visualization tools is a plus.
- Knowledge of Kirkpatrick's Four Levels of Training Evaluation is a plus.
- Experience supporting global or multi-regional learning organizations is a plus.

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 \(PDF 30 MB\)](#)

Primary location salary range
\$0.00 - \$0.00

部门
US

Business Unit
Sales

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

```

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a891afcd2f5c225222292", 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: "1dgfvmafo"}}); // 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) }

```

Job ID
REQ-10085755

Manager, Learning Product Enablement

[Apply to Job](#)



Job ID
REQ-10085755

Manager, Learning Product Enablement

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10085755-manager-learning->

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://www.novartis.com/sites/novartis.com/files/novartis-life-handbook.pdf>
3. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Manager--Learning-Product-EnablementREQ-10085755>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Dublin-NOCC/Manager--Learning-Product-EnablementREQ-10085755>