

## Learning Program Manager

Job ID  
REQ-10087955

九月 25, 2026

Mexico

### 摘要

#LI-Hybrid

Location: Mexico City, Insurgentes

Contract Type: This role is based in Mexico City, Insurgentes. Novartis is unable to offer relocation support: please only apply if accessible.

Reimagining Medicine Starts With Our People

Are you passionate about creating innovative learning experiences that drive business transformation and capability growth? We are seeking a Learning Program Manager to help shape and deliver impactful learning journeys that build AI fluency, leadership effectiveness, and transformation capabilities across our organization.

Reporting to the Director, AI Learning & Leadership Programs, this role will lead the design, development, maintenance, and continuous improvement of engaging, learner-centered curriculum and learning assets. Partnering with subject matter experts, business leaders, vendors, and cross-functional teams, you will translate complex concepts into practical, high-quality learning experiences that enable employees to develop critical skills and apply them effectively in their roles.

This is an exciting opportunity for a learning professional who combines instructional design expertise, strategic thinking, and operational excellence with a passion for

innovation, including the use of AI-enabled learning solutions.

## About the Role

### Key Responsibilities

- Design and develop role-based learning journeys that support capability growth from awareness through application, reinforcement, and demonstrated proficiency.
- Translate subject matter expertise into engaging learning solutions, including e learning modules, workshops, simulations, playbooks, leader guides, job aids, and facilitator materials.
- Apply adult learning principles, human-centered design methodologies, accessibility standards, and best practices in instructional design. • Ensure curriculum consistency, usability, and alignment with established design frameworks for AI, leadership, and transformation programs.

### Content Management & Continuous Improvement

- Maintain curriculum maps, content inventories, version control processes, and content governance practices.
- Continuously improve learning assets based on learner feedback, performance data, adoption metrics, and evolving business needs. • Identify opportunities to streamline content libraries and reduce duplication across learning programs.

### Program Delivery & Stakeholder Collaboration

- Partner with subject matter experts, facilitators, business leaders, and vendors to support the timely development and deployment of learning solutions.
- Coordinate learning development activities and ensure readiness for program launches and ongoing delivery.
- Support learning operations, including vendor management, purchase order coordination, budget tracking, and documentation.

### Measurement & Innovation

- Incorporate measurement strategies to assess learner engagement, knowledge retention, confidence, and behavioral application.
- Leverage AI-driven learning approaches to enhance personalization, learner experience, and program effectiveness.
- Use data and stakeholder insights to recommend improvements that increase business relevance and learning impact.

## Essential Requirements Education

- Bachelor ' s degree in Learning & Development, Instructional Design, Organizational Development, Business, Communications, Healthcare, Digital Learning, or a related field.

## Experience

- 4+ years of experience in instructional design, curriculum development, learning experience design, leadership development, capability building, or related learning functions.
- Proven experience developing learning solutions for business audiences, including workshops, digital learning, facilitator guides, playbooks, and performance support tools.
- Experience transforming complex subject matter into practical, engaging, learner centered content.
- Experience coordinating multiple stakeholders and managing projects in fast-paced environments.

## Knowledge & Skills

- Strong expertise in instructional design methodologies and adult learning principles.
- Excellent curriculum development, content creation, stakeholder management, and project coordination skills. • Ability to manage multiple priorities while maintaining a high level of quality and attention to detail. • Strong written and verbal communication skills with the ability to influence across functions and levels.
- Experience working with learning technologies and digital learning platforms. • Strong analytical skills with the ability to interpret feedback and learning metrics to drive continuous improvement.

## Preferred Qualifications

- Experience supporting AI literacy, digital transformation, leadership development, pharmaceutical commercial capabilities, or enterprise-wide learning initiatives.
- Certification or coursework in Instructional Design, ATD/CPTD, Human-Centered Design, Learning Analytics, or related disciplines.
- Experience working across global or cross-functional organizations.
- Fluent English required; Spanish proficiency is highly desirable.

## Commitment to Diversity & Inclusion

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

## Accessibility and accommodation

Novartis is committed to work with and provide 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 [tas.mexico@novartis.com](mailto:tas.mexico@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message. Novartis tiene el compromiso de trabajar y proporcionar adaptaciones razonables para personas con discapacidad. Si, debido a una condición médica o discapacidad, necesita una adaptación razonable para cualquier parte del proceso de contratación, o para desempeñar las funciones esenciales de un puesto, envíe un correo electrónico a [tas.mexico@novartis.com](mailto:tas.mexico@novartis.com) y permítanos conocer la naturaleza de su solicitud y su información de contacto. Incluya el número de posición en su mensaje.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门  
US

Business Unit  
Marketing

地点  
Mexico

站点  
INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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"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"]) {
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config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
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(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
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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 kaltura_dataLayer.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) }
```

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