

Learning Transformation and Change Management Lead (C2I)

Job ID
REQ-10088040

十月 12, 2026

Spain

摘要

#LI-Hybrid

Location: Barcelona, Spain

Relocation Support: Yes

Are you passionate about transforming how people learn, adapt, and succeed in a rapidly evolving business environment? As the C2I Learning Transformation and Change Management Lead, you will shape the future of capability development across the organization by creating a modern, customer-centric learning ecosystem powered by innovation, data, and emerging technologies. Working at the intersection of learning, change management, and digital transformation, you will help teams embrace new ways of working, drive adoption of critical business solutions, and build a culture where learning is continuous, accessible, and embedded into everyday work. This is a unique opportunity to influence global transformation initiatives while delivering measurable impact on performance, productivity, and user experience.

About the Role

Key Responsibilities

- Shape and execute the C2I learning and change management strategy aligned with business priorities.
- Partner with countries and Super Users to identify capability gaps and learning opportunities.
- Design personalized learning journeys that accelerate adoption and user proficiency.
- Leverage artificial intelligence and automation to enhance learning experiences and knowledge access.
- Lead the evolution of the Commercial Academy as a seamless learning and performance ecosystem.
- Develop and execute change management strategies that drive sustainable adoption of new solutions.
- Build stakeholder networks, change champions, and communities of practice across markets.
- Measure learning effectiveness, organizational readiness, adoption, and business impact to drive continuous improvement.

Essential Requirements

- Bachelor's degree in Business, Process Management, Consulting, Organizational Development, Learning and Development, Human Resources, or a related field.
- Proven experience leading learning transformation, capability development, or change management initiatives in a complex organization.
- Strong expertise in change management methodologies, stakeholder engagement, and adoption strategies.
- Experience designing and implementing customer-centric learning programs and capability-building frameworks.
- Demonstrated ability to leverage artificial intelligence, automation, and digital technologies to enhance learning experiences.
- Strong analytical skills with experience using data, adoption metrics, and user insights to drive decisions.
- Excellent communication, influencing, and relationship-building skills across global and cross-functional stakeholders.
- Experience using SAP to support learning, change, adoption, or business transformation initiatives.

Desirable Requirements

- Experience leading learning, change management, or digital transformation initiatives within

commercial, customer operations, or shared services environments.

- Professional certification in change management, learning and development, project management, or organizational development.

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role: € 91,800 to € 170,600

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

Read our brochure to learn more about our global total rewards offering:

<https://www.novartis.com/sites/novartiscom/files/novartis-life-handbook.pdf>

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

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.

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
€ 91,800.00 - € 170,600.00

部门
Finance

Business Unit
Finance

地点
Spain

站点
Barcelona Gran V í a

Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmac é utica, S.A.

Functional Area
Sales

Job Type

Full time

Employment Type
Regular

Shift Work
No

```
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"kalturaplayer6accc2925bf86253408795", 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 =
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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
(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) }
```

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