NOVARTIS

Manager, Regional Capabilities

Job ID
REQ-10091107

十一月 02, 2026

India

摘要

The Manager, Regional Capabilities is responsible for supporting the deployment and adoption of capability-building initiatives across regions to strengthen organizational effectiveness, knowledge sharing, and business performance. The role partners with regional and global stakeholders to implement capability frameworks, learning programs, and skill-building initiatives, including Access Academies. The incumbent supports knowledge management activities through best-practice repositories, playbooks, and knowledge-transfer programs while fostering cross-functional collaboration. Additionally, the role contributes to change management, tracks adoption and impact through performance metrics, and helps align regional capability priorities with broader organizational objectives.

About the Role

Role Purpose

Support the deployment of regional capability-building initiatives to enhance adoption, knowledge sharing, workforce readiness, and organizational effectiveness across regions.

Key Responsibilities

- Support the implementation of governance processes and stakeholder engagement activities to align regional capability priorities with business needs.
- Coordinate deployment of capability frameworks, learning strategies, and Access Academies across regions.
- Conduct capability and skill-gap assessments to identify development opportunities and support workforce planning efforts.
- Maintain knowledge management resources, including best-practice repositories, playbooks, and knowledge-sharing platforms.
- Support change management, communication, and engagement activities to drive awareness and adoption of capability initiatives.
- Facilitate collaboration across teams to promote continuous learning, capability development, and operational excellence.
- Track program adoption, capability growth, and deployment effectiveness using KPIs, dashboards, and reporting tools.
- Provide project coordination and implementation support for regional capability and transformation initiatives.

Essential Requirements:

- Timely delivery of regional capability-building and deployment activities.
- Adoption and utilization of Access Academies, learning programs, and capability frameworks.
- Completion of capability assessments and development action plans.
- Utilization and effectiveness of knowledge management resources and best-practice sharing.
- Delivery of regional cross-functional initiatives and agreed project milestones.
- Stakeholder engagement and satisfaction levels.
- Accuracy and timeliness of KPI reporting and governance deliverables.
- Contribution to operational improvement and capability enhancement initiatives.
- Achievement of individual and team performance objectives.

Ideal Background

Education

- Master's degree Life Sciences, Healthcare Management, Public Health, Organizational Development, or a related discipline.
- Certifications in Project Management, Change Management, Learning & Development, or Knowledge Management are desirable.

Languages

- Fluent in English (written and spoken).

Desirable Requirements:

- 7-10 years of experience in Capability Building, Business Operations, Market Access

Operations, Organizational Effectiveness, Knowledge Management, Learning & Development, or related functions.
- Experience supporting capability development, learning programs, organizational effectiveness, or business transformation initiatives.
- Demonstrated ability to collaborate with stakeholders across functions, geographies, and organizational levels.
- Experience coordinating knowledge management activities, best-practice sharing, and learning initiatives.
- Experience managing workstreams or projects with multiple stakeholders and competing priorities.
- Strong project management, communication, and stakeholder engagement skills.
- Experience supporting change management, training, communications, and adoption activities.
- Pharmaceutical, healthcare, consulting, or life sciences industry experience preferred.

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

Functional Area
Market Access

Job Type
Full time

Employment Type
Regular

Shift Work
No

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