Lead ERC Academy & Training

Job ID
REQ-10092339

十一月 19, 2026

Czech Republic

摘要

Job Posting Title: Lead ERC Academy & Training

Location: Prague

#LI-Hybrid

This role is based in Prague. Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Shape how colleagues worldwide build the knowledge and capabilities to meet Ethics, Risk & Compliance expectations. In this role, you will lead the development, implementation and continuous improvement of learning solutions spanning mandatory compliance training, onboarding programmes, digital learning and awareness campaigns. You will create scalable learning experiences aligned with enterprise risks, regulatory, policy and business requirements, using learning technologies, data and learner feedback to strengthen training effectiveness and the overall learning experience.

About the Role

Key Responsibilities

- Lead the design, development, implementation and ongoing maintenance of global Ethics, Risk & Compliance training programmes that address enterprise risks and regulatory, policy and business requirements.

- Manage the full lifecycle of assigned compliance training courses, from assessing learning needs and developing the approach through to launch, maintenance and periodic updates.

- Develop digital learning assets across multiple formats, including e-learning, videos, microlearning, toolkits, facilitator materials and awareness resources, to deliver effective compliance learning.

- Create and maintain scalable learning content that can be used across functions and geographies while responding to different learning needs.

- Apply approved learning technologies, including artificial intelligence-enabled solutions, to develop content and improve learning effectiveness.

- Manage multiple global training projects, coordinating timelines, budgets, external vendors and development partners to deliver agreed learning solutions.

- Monitor learning metrics, learner feedback and training effectiveness, using these insights to improve learning content, delivery approaches and the overall learner experience.

Essential Requirements

- Bachelor ' s degree in Learning and Development, Education, Instructional Design, Educational Technology, Organisational Development, Psychology, Human Resources, Business Administration, Communications, Digital Media, Public Health, Healthcare Management or a related field.

- 5+ years of experience in Learning and Development, training, instructional design, capability building or corporate learning.

- Experience developing digital learning solutions and e-learning programmes, including learning materials across video, presentations, multimedia and facilitator-led formats.

- Experience designing curricula and structured learning programmes, with instructional design and curriculum development skills.

- Experience managing multiple global learning projects simultaneously, including project timelines, budgets, external vendors and development partners.

- Experience with learning analytics and evaluation, learning management systems, artificial intelligence-enabled content development, content governance, and awareness and change communications.

Desirable Requirements

- Experience in Ethics, Risk & Compliance, Legal, healthcare, pharmaceuticals or another highly regulated industry.

- Experience applying learning technologies to develop scalable learning content for use across different functions and geographies.

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: 779,520.00 to 1,447,680.00 CZK per annum

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.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

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.

Accessibility and accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an email to **di.cz@novartis.com** and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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
K č 779,520.00 - K č 1,447,680.00

部门
Ethics Risk & Compliance

Business Unit
Audit & Compliance

地点
Czech Republic

站点
Prague

Company / Legal Entity
CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area
Legal & Intellectual Property & Compl.

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6b001e036e2c5466872881", 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 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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