

# Instructional Designer

Job ID  
REQ-10047915  
Apr 14, 2025  
India

## Summary

Location: Hyderabad #LI Hybrid

About the role:

Instructional Designer is an education professional whose job is to identify the performance, skills, knowledge, information, and attitude-behaviour gaps of a targeted audience and create, select and/or suggest learning experience to fill this gap. Design and develop learning and practicing aids to facilitate easy and fast learning transfer. Design and facilitate learners in acquiring knowledge, skills, and competencies in an effective appealing manner in accordance with legislation, internal rules, good practices, and business objectives.

## About the Role

### Major Accountabilities

- Applies solid instructional design methodology, including adult learning theory, interactive activities, and competency-based evaluations to produce high quality, interactive learning solutions.
- Creating engaging learning activities and compelling course content that enhances retention and transfer. Plans and designs strategies and makes effective use of various instructional design tools to evaluate instructional design solutions that offer quality to achieve the desired business impact. This includes but is not restricted to creating Job aids, self-assessment / polling questions and gamification.
- Working with subject matter experts and identifying target audiences training needs. Applying tested instructional design theories, practice, and methods. State instructional end goals and create visually appealing content that matches them.
- Visualize instructional graphics, the user interface, and the finished product.
- Analyze and apply trends and best practices in learning technologies and instructional design. Conduct instructional research and analysis on learners and contexts.
- Apply tested instructional design theories, practice and activities that enhance the learning process. Create supporting material/media (audio, videos, simulations, role-plays, animations, games, etc.).
- Design and implement the overall evaluation strategy for each offering, including quantifying learning impacts. Good understanding of learning methods such as Blooms Taxonomy, Kirk Patrick's and ADDIE.
- Develop detailed project plans and ensures that the resources are made available within the assigned budget; the project is completed within the given deadline and project materials are accurately documented.
- Represent the vision and values of the company; establish and manage good relationships with business partners. Implement the policy and objectives for safety at work, environmental protection in line with legislation and the company's internal regulations.
- Other assignments as determined in the annual interview about expected goals and by performance

indicators. Other assignments as instructed by a superior and assignments arising from special appointment.

### **Minimum Requirements:**

- Minimum Bachelors (preferably in Science) with 5+ years' experience with Instructional Design
- Proficient knowledge of adult learning theory and practice. Understanding of the drug development process including functional interfaces.
- Experience with design and digital learning technology platforms (e.g., Articulate, Camtasia, Photoshop).
- Excellent written and verbal communication skills, with the ability to interface effectively with team members, subject matter experts and cross-department colleagues.
- Critical thinking and consultancy skills. Demonstrated ability to work independently and as part of a team, collaborating with global stakeholders. Commitment to flexible working hours as global team members in different time zones

### **Desired Skills:**

- Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines.

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Division

Operations

Business Unit

Innovative Medicines

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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

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