

Head of Capability Learning Solutions for Clinical Development, Global Clinical Operations and Analytics

Job ID
REQ-10047984
May 02, 2025
Ireland

Summary

Location: Dublin, Ireland; Westworks, White City, London, UK or Hyderabad, India
Full time, Hybrid, #LI-Hybrid

Join Our Team and Drive Strategic Excellence at Novartis!

Role Description: The Head, Capability Learning Solutions for CD, GCO and AQS for Novartis Drug Development organization is responsible for building the learning vision and strategy that aligns high-impact cross functional capabilities to business priorities. As a member of the Development Learning leadership team, you will be responsible for partnering with Drug Development senior leaders, key stakeholders, and enterprise CoEs to identify business priorities, assess learning needs, build the learning strategy and design/implement learning solutions.

About the Role

This role leads the team which delivers the learning portfolio of functional and skill-based capabilities, with a focus on successfully building and enhancing core capabilities needed to deliver business outcomes and impact.

You will achieve impact throughout the drug development organization by ensuring associates have access, understand and apply high-impact cross functional capabilities which drive advancements in our clinical processes.

Your Role, Responsibilities and Objectives will include:

- Lead the partnerships with Development senior leaders, key stakeholders and enterprise Centers of Excellence, to create an integrated learning strategy from, aligned business priorities, that drive functional capability & skill development, and ensure successful delivery of learning through impactful and innovative ways.
- Proactively sense & synthesize learning needs from various sources or contexts to “connect-the-dots” aligning needs, and key roles across CD/AQS/GCO.
- Leads and oversees the team which delivers a complex learning portfolio for a matrix structure of key Development roles and drives aligned, impactful capability development initiatives.

- Effectively build, deepen, and sustain key relationships with business leaders, decision makers, and stakeholders to understand business needs, priorities, and impact measures.
- Drive stakeholder satisfaction by proactively managing business relationships and by delivering the best learner experience, quality of learning solutions and measures of business impact.
- Provide thought leadership and is viewed as a strategic thought partner to internal stakeholders on learning and development best practices, trends, and strategies.
- Leverages both drug development and learning industry trends and best practices to ensure the continuous improvement of impactful learning deliverables.
- Develop and sustain strong collaborative relationships across the Novartis enterprise, including People & Organization, Talent Development (TD), Novartis Learning CoE and other Novartis learning teams.
- Influences overall Development Learning business strategy and decisions with peers, team and drives business impact by constantly aligning with business priorities.
- Lead/Coach the team to ensure delivery of high-quality learning solutions that are aligned with learning needs analysis and include business impact measures.
- Measure and optimize learning outcomes through data-driven approaches

What you will bring to the role:

- Advanced degree in a relevant field (pharmaceutical sciences, biology, or related discipline)
- 15 + years' experience within pharmaceutical industry, Good Clinical Practices environment and associated learning requirements.
- 10+ years building and leading high-functioning learning and development teams, which demonstrate value metrics to the business processes.
- Demonstrated leadership skills; decision maker, effective problem solver; strategic thinker.
- Demonstrated experience in developing and implementing learning strategies that align with business priorities and drive business priorities.
- Excellent communication, presentation, and facilitation skills, with the ability to influence and engage stakeholders at all levels.
- Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines.
- Expert knowledge of adult education theory and practice.
- Demonstrated ability to build and lead high-performing teams

What Sets You Apart

- A strategic mindset to support analysis and planning of both clearly defined and ambiguous needs

- Proactively seeking stakeholder input and adaptation to change, collaboration, and calculated risk taking
- Expertise in clinical drug development, Good Clinical Practices, and end-to-end clinical processes

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>

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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>

Division

Development

Business Unit

Pharma Research

Location

Ireland

Site

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1

Hyderabad (Office), India

Alternative Location 2

London (The Westworks), United Kingdom

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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