

Capability Learning Solutions Lead (Associate Director)

Job ID
REQ-10053055
Aug 14, 2025
Ireland

Summary

Location: Dublin, Ireland
Hybrid, #LI-Hybrid

The Capability Learning Solutions Lead will partner with Development leaders and key stakeholders to define the learning strategy and implement effective learning programs required to deliver against the business strategy. This role will perform learning needs analysis, build learning strategies, and lead the design and development of learning programs. In addition to strong drug development acumen, adult learning expertise, consultative skills and strategic mindset is required for this role.

About the Role

Major accountabilities:

- Apply consultative skills to assess skill gaps and prioritize learning needs that are aligned with business goals and objectives.
- Initiate and facilitate discussions with business leaders, stakeholders, and subject matter experts to drive clear learning outcomes, goals, timelines, and target populations; all tied to the strategic needs of the business.
- Synthesize information from various sources or contexts to “connect-the-dots” which will align strategies, groups and/or individuals across the organization.
- Lead the learning project team, applying project management principles, processes, and tools to ensure on time and on budget delivery of training projects.
- Track, assess, and communicate project status with team members and stakeholders routinely.
- Develop and execute effective communication plans and campaigns aligned with project and audience needs across multiple channels.
- Design and deliver presentations aligned to audience, including senior leaders.
- Design and implement business impact measures across learning solutions to assess effectiveness. Continuously monitor and analyze learning outcomes and apply insights to improve impact of learning programs.
- Directly responsible for driving stakeholder satisfaction by delivering the best customer experience, quality of learning solutions, and positive impact to the business.
- Manage vendor relationships and external partnerships to ensure quality and cost-effective delivery of learning solutions.
- Stay updated on industry trends and best practices to ensure the continuous improvement of learning deliverables.

Key performance indicators:

- Perform effective learning needs analysis and design learning strategies that are aligned to business objectives.
- Lead the learning project time to design and build effective learning solutions, driving desired behavioral change in Development or measurable increase in skills, knowledge, competencies and/or business impact.
- Learning Solutions are implemented on time and as agreed with stakeholders.
- Recognized as a valued partner and learning consultant by business leaders and stakeholders and a strong project team lead by the project team.
- Desired learning objectives / behavioral change met by learning solutions produced according to the defined impact measures.
- Strong positive feedback from Development Learning team members and Business on quality of work and solutions designed / built.

Minimum Requirements:

- Bachelors, advanced degree preferred.
- Fluent English (oral and written).
- 5+ years' experience preferably within pharmaceutical industry / consultancy.
- Demonstrated experience in consulting with business leaders and designing and implementing impactful learning strategies.
- Strong business acumen and ability to translate business priorities and challenges into learning solutions.
- The ability to be curious, flexible and have a growth mindset.
- 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.
- Ability to work independently and collaboratively with cross-functional teams.
- Attention to detail and commitment to quality.
- Deep knowledge of adult learning theory and practice.

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Division

Development

Business Unit

Innovative Medicines

Location

Ireland
Site
Dublin (NOCC)
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
Human Resources
Job Type
Full time
Employment Type
Regular
Shift Work
No
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