

Learning Design Manager

Job ID
REQ-10044880
May 17, 2025
India

Summary

We are seeking a talented and passionate Learning Design Manager to join our Development Learning team and play a key role in shaping our learning programs. This role will be responsible for designing and developing impactful learning solutions to support business priorities. This role will collaborate with department colleagues, stakeholders, and subject matter experts to design, develop, and implement engaging, effective learning solutions.

The Learning Design Manager will have a learner-centric approach and a collaborative and creative mindset. They will focus on enhancing the learning experience, utilizing various learning tools and technologies, and maximizing learning impact through excellence in learning design and delivery channels. In addition, strong project management and organizational skills are needed.

This individual must demonstrate learning agility, the ability to quickly and effectively learn about their priorities, required technologies, insights from previous experiences and apply those learnings to their deliverables.

About the Role

Major Accountabilities

- In collaboration with learning project lead, defines best approach for learning strategy that will meet the business need defined in the learning needs analysis.
- Provide detailed design and development of courses, curriculum, and learning materials for both synchronous and asynchronous learning programs.
- Applies adult learning principles and instructional design methodology to design and develop learning objectives and learning materials to improve competencies, skills, and knowledge. Keeps current on best practices in instructional design.
- Designs, develops, and updates learning deliverables to create engaging content, layouts, and interactive media for LMS and Learning Experience Platform (LXP/Match Learn).
- Ability to create eLearning modules, LXP smartcards, storyboards, facilitator guides, presentations, learning activities and audio scripts.
- Ability to translate storyboards, instructional materials, and other written concepts into clear and effective learning deliverables.
- Applies project management principles, processes, and tools to ensure project deadlines are met and clearly communicates project status with project team members and subject matter experts.
- Curate learning solutions within Novartis and from external sources.
- Build and sustain strong relationships with internal and external stakeholders, working collaboratively to

achieve common goals.

- Analyses, updates, and refines course content, as needed.
- High attention of detail and responsible for quality control of learning materials and QC support for cross-departmental learning deliverables.

Minimum Requirements

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

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Division

Development

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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