

Lead, Capability Learning Solutions

Job ID
REQ-10024422
Jan 08, 2025
India

Summary

We are seeking a strategic and experienced learning consultant to join our organization as Lead, Capability Learning Solutions, Countries & Hub. Through their deep knowledge and understanding of the drug development business, the 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 that drive capability and skill development in Development. In addition to strong drug development acumen, adult learning expertise, consultative skills and strategic mindset is required for this role.

This individual must demonstrate learning agility, the ability to quickly and effectively learn about the challenges and priorities in their correlating business of countries & hub, learning from experiences and apply that to their consulting engagement methodology.

About the Role

Location: Hyderabad

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.

Experience/ Professional requirement

- 5+ years of relevant 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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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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