

# Associate Director Leadership Development

Job ID  
REQ-10031013  
Dec 11, 2024  
United Kingdom

## Summary

Location: London, UK(Remote) or Dublin, Ireland(Hybrid)

About the role:

Would you like to join our team as an Associate Director of Leadership Development? We are seeking a highly skilled and experienced Leadership Development(LD)/Learning/Organization Development professional. This role requires a strategic mindset and pragmatic behaviors, valuing outcomes over process, to support analysis and planning of both clearly defined and ambiguous needs, adaptation to change, collaboration, and innovation.

Become part of our Talent and Transformation team, where we strive to enhance the strength, depth, diversity and impact of our senior leaders, deliver prioritized business improvement work which optimizes the “whole system” of the organization, build a highly engaged, purpose-driven organization in which all our people are inspired and enabled to do their best work.

## About the Role

### Key Responsibilities:

- Partner in the diagnosis and address (through intervention design, collaboration and end-to-end executed interventions) complex leadership challenges at the enterprise or division level in service of embedding and building progress against a framework of leadership skill and expectations to drive company strategy and accelerate business transformation—*out of scope for this role is functional skill development (i.e. sales leadership, manufacturing leadership).*
- Drive outcomes in consultative topic for the business, starting with a focus to leadership skill framework across various leadership subsets/populations. Identifying key areas of intervention, collaborating with partners across talent management, leadership engagement, strategy, organizational development, DEI & Culture, learning etc to bring intervention, skill enhancement and content to develop and enhance skill required for leaders.
- Collaborate/Partner with talent assessment/management and data insights colleagues to apply talent management assessments, emerging data and trends and frameworks as a key driver to shape enhancement of leadership skill to maximum impact for the company and strengthen talent/leadership pipeline.
- Partner to deliver the development and implementation of high-quality enterprise-wide leadership development (LD) approaches to reinforce application and understanding of expectations of leaders. Deliver content in partnership with colleagues in the LD community and/or external partners for use

across the company and deployed in partnership with the learning and leadership engagement organizations (ie. learning operations/ shared facilitator pools etc).

- The role holder should work in an integrated and collaborative way with business leaders, their teams, HR and other functional colleagues. Collectively, these teams address business and leadership development challenges and opportunities considering company strategy and create/enhance/sustain the organizational capability needed to drive the development of leaders and subsequent impact on strategy.
- Support diagnosis of complex Leadership Development challenges and opportunities at the enterprise or division level relative to area of focus.
- Partner to deliver outcome focused Leadership Development design in co-creation with selected partners (both internal and external). Design will fully encompass impact on current state of system; short and long-term thinking for impact, practical and relevant interventions necessary change management planning to deliver against diagnosis and expected outcomes measurement.
- Actively contribute to the collective capability development of LD as an active member of the LD and HR community in support of business needs.

### **Essential Requirements:**

- University degree in social science / psychology / organizational design /, business degree or equivalent. MBA/MSc beneficial but not essential.
- Many years leadership development experience, including complex intervention design at senior levels within an organization, supported by broader consulting in leadership development, talent, organisational design, strategy or change management expertise areas.
- Experience in large scale, complex leadership development/ change management interventions or business improvement projects.
- Experience in program execution, program measurement and analytics and delivery.
- Experience with executive engagement and facilitation, strong influencing ability through consulting, communication and relationship building skills.
- Experience working in international and global project teams combined with the ability and confidence to work in high-ambiguity environments and coach senior leaders.
- Analytical and conceptual skills, combined with ability to implement to business outcomes.
- Collaboration and networking with the key partnering communities and other stakeholders.

### **Desirable Requirements:**

- Life science industry expertise.
- Previous experience in management consulting or as HR/PO Business partner.

**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?

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People & Organization  
Business Unit  
CTS  
Location  
United Kingdom  
Site  
London (The Westworks)  
Company / Legal Entity  
GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.  
Alternative Location 1  
Dublin (NOCC), Ireland  
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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