

# Lead Capabilities

Job ID  
REQ-10014666  
Sep 03, 2024  
Switzerland

## Summary

Location: Rotkreuz, Switzerland #LI-Hybrid

## About the Role

### Purpose of the role:

The Lead Capabilities is a key role that drives the development and execution of the learning and capability strategy for commercial and medical associates of Innovative Medicines Switzerland (Novartis Pharma Schweiz AG).

The role aims to equip the organization with the skills and competencies needed to achieve excellence in the pharma industry in Switzerland, in alignment with Innovative Medicine Priorities.

He/She acts as a business partner providing advice and expertise on training, learning and development matters, is accountable for learning strategies in close collaboration with P&O, the leadership team and other functions including marketing, sales and medical among others.

The ideal Capabilities Lead is an expert in learning theories, methods and technologies, as well as in training, presentation and facilitation skills.

This role is part of the Business Excellence & Execution Team and is reporting directly into the Head Business Excellence & Execution.

### Key Responsibilities:

The responsibilities include, but are not limited to:

- Create and lead the learning and capability strategy and curriculum for the commercial (focus on field roles, marketing) and medical associates, based on the assessment of the most critical capability gaps and functional competencies.
- Ensure the adoption of the most suitable and innovative learning approaches, for all field and office based teams, following Novartis guidelines, approved budget and strategy.
- Monitor and evaluate the effectiveness and impact of the learning programs and interventions, using relevant metrics and feedback mechanisms, and continuously improve them based on the insights and best practices.
- Collaborate and communicate effectively with internal and external stakeholders, such as P&O, functional leaders, regional and global teams, vendors and agencies, to ensure alignment and coordination of the learning and capability initiatives and activities
- Foster a culture of learning and development within the organization, promoting the use of digital and self-directed learning tools and platforms, and encouraging the sharing of knowledge and experiences

among peers and teams.

- Provide coaching and mentoring to the commercial and medical associates, as well as the trainers and facilitators, to enhance their capabilities and performance.
- Build and maintain strong relationships with key internal and external stakeholders, such as business leaders, functional heads, global and regional counterparts, vendors and consultants, to ensure alignment and collaboration on the capability building strategy and initiatives.
- Manage the learning budget and resources efficiently and responsibly, ensuring compliance with Novartis policies and procedures.

### **What you'll bring to the role:**

- A university degree in Education, Human Resources, Psychology, Business Administration, Life Sciences or a related field
- Business fluency in English and German, and preferably French as well
- At least 5-7 years of experience and proven impact as a capability lead or a similar role in a life science or multinational organization (FMCG) recognized for advanced capabilities
- Commercial experience or a strong understanding of the life science industry and its challenges and opportunities
- Outstanding communication and presentation skills, with the ability to influence and engage diverse audiences
- Strong analytical and problem-solving skills, with the ability to measure and evaluate the impact of learning solutions
- Creative and innovative mindset, with the ability to design and deliver engaging and effective learning solutions

### **Why Novartis?**

Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here:

<https://www.novartis.com/about/strategy/people-and-culture>

Disclaimer\*: Some restrictions on flexible working options may apply and will be discussed during interview if applicable

### **You'll receive:**

You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook:

<https://www.novartis.com/careers/benefits-rewards>

### **Commitment to Diversity & Inclusion:**

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve.

Hiring decisions are only based on the qualification for the position, regardless of gender, ethnicity, religion, sexual orientation, age and disability.

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you

would like to request this, please let us know in advance as a note on your CV.

### **Adjustments for Applicants with Disabilities:**

The law provides for severely disabled / equal applicants the opportunity to involve the local representative body for disabled employees (SBV) in the application process. If you would like to request this, please let us know in advance as a note on your CV.

### **Join our Novartis Network:**

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here:

<https://talentnetwork.novartis.com/network>

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:

<https://talentnetwork.novartis.com/network>

**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

International

Business Unit

Innovative Medicines

Location

Switzerland

Site

Rotkreuz (Office-Based)

Company / Legal Entity

C018 (FCRS = CH018) Novartis Pharma Schweiz AG

Functional Area

Marketing

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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