

# Lead, Capability Learning Solutions

Job ID  
REQ-10024422  
Oct 03, 2024  
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.

### **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 behavioural 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.
- Recognised 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 / behavioural 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.

### **Ideal Background**

#### **Education** (minimum/desirable):

- Bachelors, advanced degree preferred.

#### **Language:**

- Fluent English (oral and written).

#### **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.

#### **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

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Commitment to Diversity & Inclusion:

*We are committed to building an outstanding, inclusive work environment and diverse teams 'representative of the patients and communities we serve.*

Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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>

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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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