

# Associate Director, Change Delivery and Operations.

Job ID  
REQ-10063125  
мар 10, 2026  
Ирландия

## Сводка

#LI-Hybrid  
Location: Dublin, Ireland

Relocation Support: This role is based in Dublin, Ireland. Novartis is unable to offer relocation support: please only apply if accessible.

Novartis is hiring for a Change Strategist to join our Training and Communications team. The Associate Director, Change Strategy will play a pivotal role in leading the design and implementation of change strategies across the Integrated Marketing Organization, ensuring alignment with business objectives and regulatory requirements. This individual is responsible for providing leadership for Dublin-based Training & Change Management associates, helping build a scalable operating model, and guiding users through complex process and technology changes to support business objectives and enhance operational effectiveness.

## About the Role

### Key Responsibilities

- Provide operational leadership for all Dublin-based associates in the Training & Change Management team.
- Develop and lead comprehensive change management strategies for large-scale projects
- Partner with business leaders and project teams to assess change impacts, identify key stakeholders, and determine change readiness
- Design and execute detailed change action plans including communication, training, stakeholder engagement, and risk mitigation tactics
- Align change plans to organizational priorities, coordinating end user impact across change initiatives
- Provide recommendations on effective change interventions and monitor adoption progress, frequently reporting out to leadership
- Measure and report on change effectiveness, using data to refine approaches and ensure successful outcomes
- Coach and mentor change champions to build internal change capability within the organization
- Contribute to change capability development within the organization
- Work effectively and efficiently as part of a team, incorporate stakeholder feedback, and ensure deliverables are accurate, high quality, on time, and within budget.

### Essential Requirements

- Bachelor's degree in Business Administration, Organizational Development, Education, or a related field
- Minimum 7 years' experience in change management, consulting, or adult learning roles
- Proven success leading complex change programs in large, matrixed organizations
- Strong communication skills with ability to influence stakeholders at all levels
- Demonstrated project management skills, including planning and cross-functional collaboration
- Experience in pharmaceutical, biotech, or healthcare industries

### Desirable Requirements

- Certification in change management methodologies (e.g., Prosci, ACMP)
- Familiarity with emerging technologies such as Generative AI and Agentic AI

### 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.*

**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>

**Benefits and Rewards:** Learn about all the ways we'll help you thrive personally and professionally.  
[Read our handbook \(PDF 30 MB\)](#)

Дивизион  
US  
Business Unit  
Marketing  
Место  
Ирландия  
Сайт  
Dublin (NOCC)  
Company / Legal Entity  
IE02 (FCRS = IE002) Novartis Ireland Ltd  
Functional Area  
Маркетинг  
Job Type  
Full time  
Employment Type

Regular  
Shift Work  
No

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