

Capability Building Manager

Job ID
REQ-10069025
Июн. 02, 2026
Польша

Сводка

#LI-Hybrid
Location: Warsaw, Poland

Relocation Support: Novartis is unable to offer relocation support: please only apply if accessible.

The Capability Building Manager is accountable for deploying and executing the country capability building strategy across Marketing, Sales, Value & Access, and Medical Affairs. The role localizes and deploys global capability programs and curricula to ensure business relevant, role based capabilities are built and sustained. Acting as the single country point of accountability for capability deployment, adoption, and effectiveness, the role ensures measurable business impact, avoids fragmented learning approaches, and partners closely with functional leaders to embed capabilities into country ways of working and business cycles.

About the Role

Key responsibilities

- Deploy and execute the country capability building strategy across Marketing, Sales, Value & Access, and Medical Affairs in alignment with global frameworks and international priorities.
- Translate global functional strategies and country business priorities into clear, role-based capability requirements in close partnership with functional and TA leaders.
- Lead the execution of a 12–24 month country capability roadmap, ensuring sequencing, relevance, and alignment with business strategic moments such as launches and commercial cycles.
- Continuously assess and prioritize country-specific capability gaps using performance signals, stakeholder inputs, benchmarks, and international learning governance direction.
- Orchestrate capability programs and curricula deployment across functions to avoid duplication, learner overload, and fragmented training approaches.
- Manage end-to-end learning journeys, including onboarding, core, and advanced curricula, ensuring country relevance without reinventing global content.
- Ensure effective delivery of training programs, monitoring adoption, execution quality, and KPIs, and conducting trainings where applicable.
- Embed capability building beyond formal training through enablement, reinforcement, coaching, best practice sharing, and communities of practice.
- Monitor capability adoption and effectiveness at country level, using insights to continuously improve the capability roadmap and retire low-value activities.
- Partner with country functional leadership and cross-functional teams to ensure capabilities are adopted, sustained, and embedded into ways of working.
- Manage capability budgets and external vendors, ensuring efficient resource use, effective delivery, and alignment with international learning council guidance.
- Localize and deploy global marketing capabilities, with a strong focus on future-ready skills such as AI, integrated omnichannel, and novel go-to-market models.

Requirements

- Bachelor's degree in business, science, or related field; country language and English required; minimum 5 years of experience in capability building, learning, transformation, or similar roles.
- Experience working in pharmaceutical, healthcare, or complex regulated environments.
- Proven track record in country-level execution of global strategies and scalable training or workshop deployment.
- Strong experience in capability needs assessment, learning journey design, and orchestration across multiple functions.
- Exposure to Sales, Marketing, Medical, or Value & Access environments.
- Ability to measure learning effectiveness and drive continuous improvement based on insights and performance indicators.
- Strong execution and orchestration skills with an outcome-focused, structured, and pragmatic mindset.
- Proven ability to influence without direct authority and collaborate effectively in matrix and governance-driven environments.

Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

Expected Annual Base Salary Range for role:

• Poland: PLN 168,910 - 313,690

The salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You will be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering: https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where

applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity and Inclusion / EEO paragraph:

Novartis is 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 \(PDF 30 MB\)](#)

Primary location salary range
zł168,910.00 - zł313,690.00

Дивизион

International

Business Unit

General Management

Место

Польша

Сайт

Warsaw

Company / Legal Entity

PL03 (FCRS = PL003) Novartis Poland Sp. z o.o.

Functional Area

Продажи

Job Type

Full time

Employment Type

Temporary (Fixed Term)

Shift Work

No

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