

Associate Director, Learning Innovation-Remote

Job ID
REQ-10075911
май 28, 2026
США

Сводка

Location: Remote

This position can be based remotely anywhere in the U.S. (there may be some restrictions based on legal entity). Please note that this role would not provide relocation as a result. The expectation of working hours and travel (domestic and/or international) will be defined by the hiring manager.

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This role establishes a modern, AI-empowered instructional design function capable of producing high quality learning while reducing cost and time. Enhances learner engagement and retention through adaptive, personalized learning experiences. Bridges the gap between traditional instructional design and digital innovation, future-proofing L&D's content strategy. Increases efficiency through intelligent automation, data-driven iterations, and scalable design systems.

About the Role

Major Responsibilities:

- Integrate AI and adaptive learning technologies into content development to improve speed, scalability, and learner personalization.
- Collaborate with Product Training and Skills Training teams to translate complex data into innovative and engaging learning experiences.
- Oversee the development and application of standardized design templates, AI prompts, and modular learning frameworks for consistency across the S&C Training Team.
- Partner with Learning Measurement team to use learning data, engagement metrics, and performance dashboards to inform continuous design improvement
- Ensure content accuracy, compliance, and role relevance through structured reviews and close collaboration with SME's and MLR stakeholders
- Champion new forms of content delivery using AI driven technologies
- Design adaptive microlearning journeys that support field readiness and just-in-time performance support across product and skill areas.
- Advise on emerging technologies and vendor tools for digital authoring, generative content and multimedia integration.
- Manage production pipelines and digital asset governance to ensure quality, efficiency and brand alignment.

Role Expectations:

- Works under the guidance of the Director of Learning Innovation, ensuring all work is aligned to department standards.
- Acts as a key learning technology advocate in the department – both for learning asset production well as for operational processes
- Partners with department training staff to assess and identify key initiatives where learning innovation can enhance impact.
- Live the Novartis Values & Behaviors as well as comply with the Novartis Code of Conduct and all Legal, Ethics and Compliance Policies.

Leadership & Functional Responsibilities:

- Ability to work through change and ambiguity.
- Comfort with suggesting ideas to leadership.
- Motivates and inspires others to do their best.
- High intellect: creativity, a willingness to think outside the box to create positive change.
- Emotional maturity: self-confidence, ability to manage effectively in the changing, complex organizational structure.
- Unquestionable ethics, values, and professional integrity.

Attributes for Success:

- **Customer Centric** - No matter what stakeholder or customer we're working with we put the patient first. We listen to their stories and walk in their shoes We understand what they want from us. We are problem solvers; we anchor our work in customer insights, and we pivot to meet their needs.
- **Experimenter** - To be a self-adapting business, we can no longer take linear paths. Instead, we make dynamic plans and take iterative approaches. We go beyond the first set of ideas and bring in outside inspiration. We are vulnerable and have a safe environment to engage in trial and error. We have the confidence to learn from our mistakes and support others who do the same.
- **Agile Learner** - Change is how we thrive and to thrive we are willing to change ourselves. We know ourselves or ask for feedback to keep learning. We have a growth mindset and adapt to stay relevant. We are open about sharing our successes and failures to help others learn along the way.
- **Co-Creator** - In an agile organization, teams are no longer bound by job titles or organizational structure Instead, we bring together the right people, those who have the right expertise or acumen, to create something new or solve problems for patients and customers. We innovate by collaborating. We integrate by collaborating. We deliver by collaborating.
- **Enterprise Thinker** - As we work in more agile and connected ways, it's important to understand the Novartis ecosystem and interdependencies. To do this, we understand the big picture, connect the dots, see where individual pieces fit into the value chain and think across, over, up and down. We think about tradeoffs and take an enterprise approach that can be scaled and adapted for the last mile.
- **Decisive** - To be agile, decision making needs to devolve. We trust and empower people to make smart decisions We bring the right people to the table and step out when we're not needed. We have decisive conversations and are clear on who is going to make the decision We minimize bureaucracy and move decisions to action.
- **Accountable Contributor** - The work we do on behalf of patients requires everyone to contribute. We need to know what we're accountable for, have clarity on the 'why' and the 'what' and own the outcome. At all levels, to have a passion for excellence, and drive results while our managers enable us and help us measure our impact.

- **Deep Expert** - Personal acumen underpins all of what we do for our patients and customers. We bring our deep domain expertise and specialized insights into innovative plans, internal and external conversations, and collaborative work. While we are not bound by our expertise, we know that it's important to continually replenish our expertise so we can contribute to our collective success.

Minimum Requirements

- **Education:** Bachelor's degree. Advanced degree preferred, especially in a Learning/Education-related field
- Experience: 5+ years in instructional design or life sciences learning, including at least 3 years managing digital or AI-based learning projects
- Technical expertise: deep understanding of AI learning design tools (e.g., generative AI, adaptive learning systems, xAPI, learning analytics) and elearning authoring tools (e.g., Adobe Captivate, Articulate, Synthesia, etc).
- Analytical Acumen: Skilled at interpreting learner data to inform design improvements.
- Degree or formal certification in adult learning or instructional design
- Deep expertise in leveraging design standards to create operational and financial learning efficiencies
- Experience in design thinking to innovate learning.
- Experience working with, and through, offshore-based teams

The pay range for this position at commencement of employment is expected to be between \$152,600 and \$283,400.00/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an "at-will position" and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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 \(PDF 30 MB\)](#)

EEO Statement:

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Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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