

Capability Building Lead

Job ID
REQ-10081907
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Чехия
Available in: English

Сводка

The Capability Building Lead acts as the single country point of accountability for capability deployment, adoption, and effectiveness. Working closely with functional leaders and stakeholders, this role ensures learning is relevant, coordinated, measurable, and embedded into country ways of working and business cycles.

About the Role

Capability Building Lead

#LI-Hybrid

Location: **Prague, CzR**

Novartis is seeking a Capability Building Lead to drive the deployment and execution of the country capability-building strategy across Marketing, Sales and other functions. In this role, you will localise and deliver global learning programmes and curricula, ensuring teams build the role-based capabilities needed to support business priorities, strengthen performance, and prepare for the future industry skill sets.

About the Role

The Capability Building Lead acts as the single country point of accountability for capability deployment, adoption, and effectiveness. Working closely with functional leaders and stakeholders, this role ensures learning is relevant, coordinated, measurable, and embedded into country ways of working and business cycles.

Key Responsibilities

- Localise and deploy global capability programmes and curricula across Marketing, Sales and other functions.
- Lead execution of the country capability strategy and 12–24 month roadmap in line with global priorities and learning governance.
- Translate business priorities and global frameworks into clear, role-based capability-building needs.
- Partner with functional leaders, TA Heads, P&O, and learning stakeholders to align capability development with business goals.
- Coordinate function-agnostic capability initiatives such as AI upskilling, storytelling, change adoption, and new ways of working.
- Drive measurable performance improvement through learning experiences, feedback, behavioural indicators, and performance insights.
- Support onboarding, in-field execution methodologies, training delivery, KPI monitoring, and collaboration with external learning partners where needed.
- Assess country capability gaps using insights, performance signals, stakeholder input, benchmarks, and global learning priorities.
- Prioritise capability-building needs to avoid duplication, fragmented learning, or audience overload.
- Synchronise learning activity with key business moments such as launches, commercial cycles, programme go-lives, and strategic priorities.
- Monitor adoption and effectiveness of capability programmes, recommending improvements based on data and feedback.
- Embed capabilities into planning cycles, governance, functional forums, and day-to-day routines.
- Support capability frameworks, competency model deployment, successor planning, and future talent pipeline development.

Requirements

- Bachelor's degree in business, management, science, or a related field; an advanced degree is preferred.
- 5+ years' experience in capability building, learning, transformation, sales & marketing or similar roles.
- Experience deploying global strategies at country level and delivering scalable workshops or training programmes.
- Strong ability to translate strategy into practical, scalable learning solutions.
- Experience in pharmaceutical, healthcare, or another regulated environment is preferred.
- Fluency in Czech & English.

Benefits & 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 1,420,090.00 - 2,637,310.00 CZK

The base 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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

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.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters. Long-term equity awards granted at group level may also be part of your package. Further details will be provided during the application process.

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

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally:

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

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[Read our handbook \(PDF 30 MB\)](#)

Primary location salary range

Kč1,420,090.00 - Kč2,637,310.00

Дивизион

International

Business Unit

General Management

Место

Чехия

Сайт

Prague

Company / Legal Entity

CZ02 (FCRS = CZ002) Novartis s.r.o.

Functional Area

Маркетинг

Job Type

Full time

Employment Type

Regular

Shift Work

No

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to di.cz@novartis.com 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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