

Capability Building Manager

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REQ-10081413
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Великобритания
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Сводка

#LI-Hybrid

The Capability Building Manager is accountable for deploying and executing the country capability building strategy through localising and deploying country and global capability programs and curricula to ensure business relevant, role-based capabilities are built and sustained. It acts as the single country point of accountability for capability deployment, adoption, and effectiveness, aligned with country priorities and learning governance. This role will have a particular focus on our governance and quality of product training, with strategic oversight across all therapy areas. The role ensures capability building delivers measurable business impact and avoids fragmented or duplicative learning. It partners closely with functional leaders to embed capabilities into country ways of working and business cycles.

About the Role

Major accountabilities:

Country Capability building strategy deployment & execution

- Aligned with global strategy, localize and deploy industry leading governance and quality within product and disease-area training, in partnership with respective functional heads, to optimize performance of our product portfolio
- Drive performance improvement through learning experiences that deliver measurable business impact
- Manage the deployment/execution of the country capability strategy and 12–24 month roadmap for assigned functional audiences, in partnership with respective functional leads aligned with global International priorities and frameworks

Capability Needs Assessment & Prioritisation

- Ensure capability building focus is synchronized around country business strategic moments (e.g. launches, commercial cycles, program go live, etc.)
- Execute external trends landscape overview to meet the demands of the business requirements

Capability Framework & Standards

- Operationalize and assure adherence to country capability standards; monitor effectiveness and recommend enhancements to the Capability Head based on insights
- Advance existing capabilities by partnering with Technology teams to incorporate global platform user skillset within country teams
- Support change management capability needs and adoption of new technology

Curriculum Governance, Localization & Deployment

- Manage end-to-end learning journeys (onboarding → core → advanced) for the functional audience; set standards and design principles
- Monitor program/curricula adoption & effectiveness to report to respective functional heads
- Ensure trainings are delivered, monitoring and checking KPIs, conducting trainings where applicable

Stakeholder Partnership & Governance

- Partner closely with country functional leadership (Marketing / Sales / V&A / Medical) to ensure capabilities are business and functional relevant, adopted, and sustained.
- Work with Customer Excellence, DAP, Integrated Insights, Field Excellence, and global functional CoE to align capability needs with process and tool changes.
- Maintain effective partnerships with external vendors for training deployment and/or delivery
- Ensure efficient budget management & vendor selection aligned with Int'l Learning Council guidance and shared strategic goals
- Vendors operational management to support sales, marketing, medical and V&A programs/curricula delivery

Key performance indicators:

- Training Execution and Delivery: % of assigned initiatives delivered on time and within agreed scope
- Stakeholder satisfaction: Average satisfaction score from functional leaders on execution quality, timing, and usage of capability initiatives.
- Governance and audit readiness performance

Minimum Requirements:

- Relevant Experience • 7–10 years in capability building, learning or transformation roles
- Experience in pharmaceutical, healthcare, or complex regulated environments
- Proven country level execution of global strategies, and organizing scalable workshops, trainings

Functional Capabilities

- Experience in sales, marketing, medical or value & access
- Capability needs assessment and learning journey design
- Stakeholder partnership across commercial and medical functions
- Learning effectiveness measurement and continuous improvement

Leadership Capabilities and Mindset

- Strong execution and orchestration skills.
- Ability to influence without direct authority
- Structured, outcome focused, ethical and pragmatic mindset
- Comfort operating in matrix and governance driven environments

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

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Competitive salary, Short term incentive bonus, Pension scheme, Health insurance, 25 days annual leave, Flexible working arrangements, Employee recognition scheme, learning and development opportunities

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Primary location salary range

£49,490.00 - £91,910.00

Дивизион

International

Business Unit

Marketing

Место

Великобритания

Сайт

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Functional Area

Продажи

Job Type

Full time

Employment Type

Regular

Shift Work

No

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