

Learning Delivery Manager

Job ID

REQ-10070032

Feb 25, 2026

LOC_IE

About the Role

Key Responsibilities

- Lead the design and delivery of learning programs that strengthen content supply chain and marketing capabilities.
- Build tailored change, training, and communication plans that address the needs of diverse end-user groups.
- Collaborate with stakeholders, subject matter experts, and vendors to shape accurate, business-aligned learning content.
- Assess stakeholder impacts to understand user experience and anticipate shifts in ways of working.
- Deliver clear, timely communications that prepare associates for upcoming changes and support successful adoption.
- Define and track key performance indicators to measure learning effectiveness, adoption, and communication reach.
- Use data and feedback to refine learning and change strategies and improve user experience.
- Coach leaders and managers to reinforce change and promote sustained adoption across teams.

Essential Requirements

- Bachelor's degree in a relevant field such as Business, Education, Instructional Design, or Organizational Development.
- At least five years of experience in learning and development or change management.
- Proven ability to design and deliver learning and change programs supporting technology or process transformation.
- Experience working in the pharmaceutical, biotechnology, or healthcare industry.
- Strong understanding of adult learning principles and change management methods grounded in human-centered design.
- Excellent communication, interpersonal, and presentation skills with the ability to engage diverse audiences.

Desirable Requirements

- Master's degree in Instructional Design, Adult Education, Organizational Development, or a related field.
- Recognized change management certification and experience implementing learning analytics to track adoption and effectiveness.

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>

Disclaimer*: Some restrictions on flexible working options may apply and will be discussed during interview if applicable

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>

Commitment to Diversity and Inclusion / EEO:

Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the

patients and communities we serve.

Accessibility and accommodation:

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 diversity.inclusion_ch@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network:

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>

Role Requirements

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

Division

DIV_IU

Business Unit

Marketing

Location

LOC_IE

Site

Dublin (NOCC)

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area

FCT_MM

Job Type

Full time

Employment Type

Regular

Shift Work

No

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