

Associate Director, Change Delivery and Operations.

Job ID

REQ-10063125

Mar 10, 2026

LOC_IE

About the Role

Key Responsibilities

- Provide operational leadership for all Dublin-based associates in the Training & Change Management team.
- Develop and lead comprehensive change management strategies for large-scale projects
- Partner with business leaders and project teams to assess change impacts, identify key stakeholders, and determine change readiness
- Design and execute detailed change action plans including communication, training, stakeholder engagement, and risk mitigation tactics
- Align change plans to organizational priorities, coordinating end user impact across change initiatives
- Provide recommendations on effective change interventions and monitor adoption progress, frequently reporting out to leadership
- Measure and report on change effectiveness, using data to refine approaches and ensure successful outcomes
- Coach and mentor change champions to build internal change capability within the organization
- Contribute to change capability development within the organization
- Work effectively and efficiently as part of a team, incorporate stakeholder feedback, and ensure deliverables are accurate, high quality, on time, and within budget.

Essential Requirements

- Bachelor's degree in Business Administration, Organizational Development, Education, or a related field
- Minimum 7 years' experience in change management, consulting, or adult learning roles
- Proven success leading complex change programs in large, matrixed organizations
- Strong communication skills with ability to influence stakeholders at all levels
- Demonstrated project management skills, including planning and cross-functional collaboration
- Experience in pharmaceutical, biotech, or healthcare industries

Desirable Requirements

- Certification in change management methodologies (e.g., Prosci, ACMP)
- Familiarity with emerging technologies such as Generative AI and Agentic AI

Commitment to Diversity & Inclusion:

We are committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and communities we serve.

Role Requirements

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 \(PDF 30 MB\)](#)

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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