

# Director, Product & Disease Training

Job ID

REQ-10078663

May 19, 2026

LOC\_US

## About the Role

### Training Strategy Development

- Responsible for full alignment with Oncology and SMA marketing positioning, strategic imperatives and brand plans
- Ensure insights are captured from all Customer facing teams and infused into training curriculum
- Partner with the Customer Engagement Skills team to refine and execute both New Hire and Ongoing Training
- Participate as an active member on the Oncology (BWH, NMH, RLT) and SMA Functional leadership team
- Develop training business plans for the following therapeutic areas

oBreast & Women's Health (BWH)

oNon-Malignant Hematology (NMH)

oTheragnostic - Radioligand Therapy (RLT)

oSpinal Muscular Atrophy including Duchenne's Muscular Dystrophy

### Lead Development of Oncology and SMA Product Training curriculum by ensuring Direct Reports:

- Collaborate with training functions and key stakeholders including external vendors, and BU functions (e.g., Patient Services, CE/Sales, Marketing, Market Access, Operations, Medical and P&O) in the development of training materials that reflect the needs of the brands, evolving market landscape and legal/regulatory requirements.
- Conduct on-going needs analysis (customer feedback, field interactions, SMEs, etc.) and leverage results to inform/adjust training strategy and curriculum as needed
- Ensure all materials are approved and compliant consistent with Novartis policies.
- Identify and execute sustainability opportunities for each learning program and leverage the pre and post training metrics to measure impact on business outcomes
- Lead development of Oncology and SMA national and district meetings in conjunction with brand teams. Ensure materials are MAP/FUSE approved per Novartis policy.
- Design / Refresh new hire training curriculum, including the design, production, implementation, coordination, and evaluation of all product training activities

### General

- Develop on-going training; constantly stays attuned with field training needs; development and implementation of training activities, and completion of on-going assessment.
- Develop and maintains ownership of KPI tracking/reporting progress on the Product curriculum in collaboration with Technology & Operations team
- Ensure customer facing associates maintain annual product certification oncology products in collaboration with CE operations.

### Lead and Develop People

- Leads product training team across in-line products and pre-launch entities
- Hires, coaches, and develops Product Training staff
- Ensures development plans are in place
- Administrative management of Product Training team i.e., budgets, capital, and headcount as well as performance management of assigned managers.
- Implement Be-Curious Training Rotations in collaboration with Sales & Operations

### Minimum Requirements

- Bachelor's Degree. Advanced degree preferred
  - 5-10 years of pharmaceutical experience preferred; not required
  - 5 years Sales training experience required (can be in Pharma or other Business)
  - At least 2 years leading, coaching and developing direct reports
  - 2-years sales experience
  - Recent experience in AI empowered instructional design
  - Brand strategy, tactics understanding combined with strong clinical & therapeutic knowledge
  - Strong overall sales acumen and business experience.
  - Excellent problem solving, communication, listening, and facilitation, planning, team building and communication skills.
  - Demonstrated ability to synthesize information to develop recommendations, and ability to persuade / influence organization pursuit of recommended path
  - Ability to lead teams. Proven leadership, management skills and executive presence.
  - Team player capable of working in large cross functional teams (such as build relationships with sales and marketing organization at all levels)
- Job Dimensions (Indicate key facts and figures)

#### Novartis Compensation Summary:

The salary for this position is expected to range between \$185,500 and \$344,500 per year.

The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors.

Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards.

US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

## 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

Other

Location

LOC\_US

Site

Remote Position (USA)

Company / Legal Entity

U014 (FCRS = US014) Novartis Pharmaceuticals Corporation

Functional Area

FCT\_SA

Job Type

Full time

Employment Type

Regular  
Shift Work

No

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