

Capability Building Lead - Digital Solutions

Job ID

REQ-10083468

Jul 12, 2026

LOC_CN

About the Role

Jobs to be Done:

1) Digital Capability Solutions

Translate business needs into scalable, digital-enabled learning solutions

Design and deliver blended learning experiences leveraging technology and modern learning approaches

Continuously improve learning effectiveness through innovation and emerging technologies

2) Capability Insights & Measurement

Establish capability assessment approaches to identify skill gaps and track progress

Leverage data and analytics to generate insights and guide capability priorities

Monitor learning effectiveness and business impact

3) Learning Technology & Ecosystem Enablement

Enable and optimize digital learning platforms and tools to support large-scale capability building

Partner with technology teams to integrate learning solutions into field workflows

Drive adoption and continuous optimization of learning technologies

4) Strategic Partnership & Program Execution

Partner with business and functional stakeholders to align capability initiatives with priorities

Support the development of digital capability building strategy

Drive effective rollout and adoption of key capability programs

Key Experience & Success Profile:

Experience

- Experience in capability building, learning & development or field training within a commercial or field-based

organization

- Proven experience in designing and implementing digital or technology-enabled learning solutions
- Experience in translating business needs into scalable capability initiatives, working across functions
- Exposure to data analytics or performance measurement in learning and capability development

Skills & Capabilities

- Strong understanding of modern learning approaches, including digital and blended learning
- Ability to leverage technology and emerging tools to enhance capability building
- Analytical mindset with ability to generate actionable insights from data
- Strong stakeholder management and communication skills
- Ability to balance strategic thinking with hands-on execution

Success Profile

- Delivers scalable and impactful capability solutions aligned with business priorities
- Drives adoption and engagement of digital learning initiatives
- Effectively bridges business needs and learning solutions
- Demonstrates strong learning agility and openness to new technologies

Languages:

- English
- Chinese

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_IM

Business Unit

Sales

Location

LOC_CN

Site

Shanghai (Shanghai)

Company / Legal Entity

CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area

FCT_SA

Job Type

Full time

Employment Type

Regular

Shift Work

No

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