

(Senior) Capability Building Manager- Area

Job ID

REQ-10087785

Sep 15, 2026

LOC_CN

About the Role

Key Responsibilities :

- ž lead team to Identify regional capability cap and learning needs
- ž lead team to drive FF upskilling leverage kinds of learning solution, including learning course/AI assessment tool
- ž lead team to achieve FF learning goal and feedback FF learning experience and engage design team to optimize the learning solutions
- ž lead regional learning project and execute the central learning program.
- ž Lead the digital transformation on training solutions,
- ž Collaborate and engage with FF leaders to be a sponsor for learning program
- ž Partner with X-function to develop and integrate training resources which reinforce and strengthen adherence to relevant processes and procedures.
- ž Support to course design by best practices of FF
- ž Empower trainers through continuous check-in and feedback in EVOLVE for coaching to unleash trainer's potential.

Commitment to Diversity and Inclusion / EEO:

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve.

Essential Requirements:

- ž More than 2 years' experience of course design, deliver
- ž More than 2 years' experience of learning deliver by online
- ž Strong communication and influencing skills.
- ž Curious about new things, customer focused, and agile to change.

Role Requirements

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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