NOVARTIS

Capability Building Expert (maternity cover)

Job ID
REQ-10089205
Oct 08, 2026
LOC_FR

About the Role

Key Responsibilities

- Develop and implement training programs for both new and experienced sales associates, covering sales excellence, product knowledge, customer engagement, and practical application.
- Assess capability levels across sales teams and identify learning needs to support business objectives and performance improvement.
- Design, facilitate, and evaluate training workshops, learning journeys, virtual sessions, and role-play exercises.
- Provide training materials, tools, and development support for sales meetings, product launches, and commercial initiatives.
- Partner with commercial leaders and training colleagues to develop national capability-building strategies, core curricula, and operational training plans.
- Deliver targeted training interventions that support execution of sales plans and strategic priorities.
- Drive continuous improvement of sales effectiveness through coaching, performance insights, and capability assessments.
- Manage learning program implementation and ensure representatives are equipped to launch and support products in line with Novartis standards.
- Oversee training budget planning and execution to maximize learning impact and operational efficiency.
- Ensure timely reporting of technical complaints, adverse events, and special case scenarios related to Novartis products within 24 hours of receipt.
- Support the distribution of marketing samples where applicable and in accordance with local policies and procedures.

Essential Requirements

- Bachelor's degree in Business, Life Sciences, Education, Marketing, or a related field.
- Proven experience in sales training, learning & development, commercial excellence, or capability building.
- Strong understanding of pharmaceutical sales environments and customer engagement models.
- Experience designing and delivering adult learning programs using a variety of learning methodologies.
- Excellent presentation, facilitation, coaching, and communication skills.
- Demonstrated ability to influence stakeholders and collaborate across functions.
- Strong project management and organizational skills with the ability to manage multiple priorities.
- Experience using learning technologies, training analytics, and capability assessment tools.
- Fluent in English; additional local language(s) are advantageous.

Desirable Requirements

- Experience within the pharmaceutical, healthcare, or other highly regulated industry.
- Certification in coaching, facilitation, or adult learning methodologies.

Why Novartis?

At Novartis, we are committed to reimagining medicine to improve and extend people's lives. We foster an environment where learning, innovation, and collaboration thrive, empowering our associates to make a meaningful impact for patients around the world.

Key Performance Indicators

- Improvement in sales capability and capability assessment outcomes across the sales organization.
- Delivery of actual training activities versus agreed annual training plan.
- Training participation, completion, and effectiveness metrics.
- Improvement in field force knowledge, customer engagement quality, and call impact.

Expected Annual Base Salary Range for role: 47,300.00 - 67,500.00 - 87,800.00 EUR Annual

The base salary offered is determined based on gender-neutral objectives, such as relevant skills, competencies and experience in accordance with the Novartis pay setting policy and upon joining Novartis will be reviewed periodically.

In addition to your base salary, you may be eligible for a performance-based bonus depending on certain performance parameters.

The rewards of being part of our team go far beyond base pay and incentives. We also offer a variety of competitive benefits in kind to help you thrive personally and professionally, such as insurance plans, retirement plans, wellbeing resources and global recognition programs. In addition, we provide flexible and hybrid working options, where possible, and minimum 14 weeks paid parental leave.

You may be eligible for a company vehicle or a car allowance in accordance with the applicable local Novartis policies and guidelines.

Pay equity is a fundamental principle of our employment policy and reflects our commitment to create a diverse, equitable and inclusive environment that treats all employees with dignity and respect, as outlined in our Code of Ethics.

Read our brochure to learn more about our global total rewards offering:

https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf

Role Requirements

Primary location salary range
€47,300.00 - €87,800.00
Division
DIV_IM
Business Unit
Marketing
Location
LOC_FR
Site
Paris Headquarter (PHARMA)
Company / Legal Entity
FR12 (FCRS = FR012) Novartis Pharma S.A.S.
Functional Area
FCT_SA
Job Type

Full time
Employment Type
Temporary (Fixed Term)
Shift Work
No
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