NOVARTIS

Senior Change Manager

Job ID
REQ-10089713
Oct 21, 2026
LOC_ES

About the Role

Major Accountabilities

- Build and maintain strong relationships with senior stakeholders, sponsors, and cross-functional partners to drive successful change adoption.
- Develop and execute stakeholder engagement strategies, including stakeholder mapping, influence assessments, and readiness planning.
- Lead and apply change management methodologies (e.g., Prosci, ADKAR) to support business, technology, and AI-driven transformation initiatives.
- Facilitate case-for-change discussions, change impact assessments and stakeholder workshops to identify adoption challenges and opportunities.
- Define, monitor, and report adoption KPIs, leveraging data, user feedback, and sentiment analysis to optimize change outcomes.
- Design and deliver integrated adoption programs that combine communications, training, engagement, and reinforcement activities.
- Anticipate resistance and adoption risks, implementing proactive mitigation and enablement strategies to improve business readiness.
- Establish sustainable change management practices by developing playbooks, standards, and knowledge-sharing initiatives that strengthen organizational capability.

Minimum Requirements

- 7+ years of experience in change management, transformation, organizational adoption, or related roles within complex global organizations.
- Strong expertise in applying change management frameworks such as Prosci, including stakeholder management and impact assessment methodologies.
- Proven track record of leading change initiatives for digital, technology, or AI-enabled transformations and product launches.
- Excellent facilitation and presentation skills with experience leading executive-level workshops and large-scale engagement sessions.
- Strong analytical capabilities, including experience interpreting adoption metrics, user insights, and performance data to drive decision-making.
- Demonstrated ability to influence stakeholders and deliver results within matrixed, multicultural, and cross-functional environments.
- Excellent verbal and written communication skills in English, with the ability to tailor messaging for diverse audiences.
- Passion for AI and emerging technologies, with experience leveraging or advocating AI-enabled tools to enhance change and adoption outcomes.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

Expected Annual Base Salary Range for role: €41,900.00 to €77,700

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.

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

Note: Benefits and compensation may vary by country and are subject to local legal requirements, including provisions of collective bargaining agreements where applicable. A full overview of your compensation package, including any relevant collective bargaining agreement details applicable to your role based on your employment location and Novartis employer entity, will be communicated separately to you during the application process.

Commitment to Diversity & Inclusion

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

Role Requirements

Primary location salary range
€41,900.00 - €77,700.00
Division
DIV_TO
Business Unit
General Management
Location
LOC_ES
Site
Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Functional Area
FCT_IT
Job Type
Full time
Employment Type
Regular
Shift Work
No

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