NOVARTIS

Capability Building Manager

Job ID
REQ-10089876
Oct 23, 2026
LOC_RO

About the Role

Key responsibilities

- Deploy and execute the country capability building strategy and 12–24 month roadmap across Marketing, Sales, Value & Access, and Medical Affairs, aligned with global frameworks, International priorities, and local business needs.
- Translate global functional strategies and country priorities into clear, role-based capability requirements, partnering with functional leaders to enable business readiness and measurable performance improvement.
- Continuously assess and prioritize capability gaps using assessment insights, performance signals, stakeholder input, benchmarks, and external trends, while synchronizing activity with launches, commercial cycles, and other strategic moments.
- Localize and deploy global curricula and industry-leading programs, coordinating rollout sequencing and timing to avoid duplication, fragmented learning, and learner overload while preserving country relevance.
- Manage end-to-end learning journeys from onboarding through core and advanced development, setting standards and design principles and ensuring training is delivered effectively.
- Deliver function-agnostic capabilities such as AI upskilling and storytelling, and support technology adoption and change management by integrating relevant platform skills into country teams.
- Extend capability building beyond formal training through reinforcement, coaching support, best-practice sharing, and communities of practice, embedding new capabilities into country routines, governance, and functional forums.
- Monitor adoption, effectiveness, behavioural indicators, performance signals, and agreed KPIs; report insights to functional leaders and continuously refine roadmaps, learning journeys, and the portfolio by retiring low-value or redundant activities.
- Build strong partnerships with country functional leadership, Customer Excellence, DAP, Integrated Insights, Field Excellence, global functional Centres of Excellence, and external vendors to align capability needs with process, tool, and business changes.
- Manage capability budgets, vendor selection, and vendor operations efficiently, in line with International Learning Council guidance, governance standards, and shared strategic goals.
- Lead marketing capability building by integrating global curricula into brand planning, launches, and commercial cycles; reinforce standard marketing ways of working and advance future capabilities in AI, integrated omnichannel engagement, and novel go-to-market models.

Requirements:

- Bachelor’s degree in business, science, or a related field; an advanced degree is preferred; fluency in English and Romanian language is required;
- At least 5 years of experience in capability building, learning, or transformation roles.
- Experience in pharmaceutical, healthcare, or another complex regulated environment
- Proven experience executing global strategies at country level and organizing scalable workshops and training programs.
- Functional experience in one or more of Sales, Marketing, Medical Affairs, or Value & Access.
- Strong capability in needs assessment, learning journey design, and the localization and deployment of global curricula.
- Experience partnering across commercial and medical functions and influencing stakeholders without direct authority.
- Ability to measure learning effectiveness, use insights to drive continuous improvement, and maintain an outcome-focused portfolio.

- Strong execution and orchestration skills, with a structured, ethical, pragmatic, and outcome-focused mindset and confidence operating in matrixed, governance-driven environments.
- Experience with Arist, Mindsmith or other AI enabled authoring tools is a plus

Benefits & Rewards

At Novartis, we're committed to reimagining medicine together - and rewarding the people who make it happen.

- Expected Annual Base Salary Range for role: 189,350.00 to 351,650.00 RON 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.

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:

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

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)

Role Requirements

Primary location salary range
lei189,350.00 - lei351,650.00

Division
DIV_IM
Business Unit
General Management
Location
LOC_RO
Site
Bucuresti
Company / Legal Entity
RO07 (FCRS = RO007) NOVARTIS PHARMA SERVICES ROMANIA S.R.L
Functional Area
FCT_SA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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Capability Building Manager

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