NOVARTIS

Capability Building Manager

Job ID
REQ-10088186
Nov 02, 2026
LOC_AU

About the Role

- Assess capability needs across Marketing, Sales, Medical Affairs, and Value & Access, ensuring alignment with global learning strategy and business priorities.
- Localise, deploy, and deliver global learning programmes and curricula tailored to country and functional needs.
- Support the rollout of strategic capability programmes such as Rep of the Future, ICE, IMEx, 6IBs, and other global learning initiatives.
- Partner with functional heads and subject matter experts to identify priority capability gaps and develop effective learning solutions.
- Prepare annual learning curricula for key functions and the wider enterprise.
- Coordinate learning sessions, including trainer organisation, annual conference training, and mid-cycle meeting capability programmes.
- Deliver learning experiences through a mix of classroom, digital, and blended formats.
- Collaborate with technology and system owners, including CRM and field systems teams, to support adoption and effective use of capability tools.
- Drive best practice sharing across teams and functions.
- Monitor adoption, effectiveness, and impact of learning programmes, reporting outcomes to functional leaders.
- Support Medical Affairs training deployment by localising globally developed and approved curricula, ensuring appropriate review and approval processes are followed.
- Define priorities and scope for capability building within Value & Access.
- Manage external training vendors where required, ensuring delivery quality, budget efficiency, and alignment with global guidance.

About You

We are looking for someone who brings strong experience in capability building, learning and development, commercial excellence, or training within the pharmaceutical or healthcare industry.

You will likely have:

- Experience supporting or leading capability-building programmes across multiple commercial and medical functions.
- Strong understanding of pharmaceutical business functions, ideally including Sales, Marketing, Medical Affairs, and Value & Access.
- Experience localising and deploying global training programmes or learning curricula.
- Strong stakeholder management skills, with the ability to work effectively with senior functional leaders and subject matter experts.
- Experience delivering training in both digital and classroom formats.
- Ability to assess capability gaps and translate them into practical, business-aligned learning solutions.
- Strong project management skills with the ability to coordinate multiple programmes and priorities.
- Experience measuring training effectiveness, adoption, and business impact.
- Vendor management and budget management experience would be beneficial.
- Excellent communication, facilitation, and influencing skills.

What We’re Looking For

This role would suit someone who is proactive, collaborative, and commercially minded, with a passion for building capability and enabling business performance. You will be comfortable operating in a matrix environment and able to balance global strategy with local business needs.

You will be a trusted partner to functional teams, ensuring that learning is not just delivered, but embedded, adopted, and connected to measurable business outcomes.

Why Join?

This is a high-impact role with the opportunity to shape capability excellence across the organisation. You will work closely with senior leaders, influence cross-functional learning priorities, and help build the skills needed to support future growth and transformation.

If you have experience in pharmaceutical capability building and are passionate about developing people, strengthening organisational performance, and driving meaningful learning impact, we would be keen to hear from you.

Role Requirements

Division
DIV_IM
Business Unit
General Management
Location
LOC_AU
Site
New South Wales (NSW)
Company / Legal Entity
AU04 (FCRS = AU004) Novartis Pharmaceuticals Australia Pty Ltd
Functional Area
FCT_SA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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