NOVARTIS

Manager, Regional Capabilities

Job ID
REQ-10091107
Nov 02, 2026
LOC_IN

About the Role

Role Purpose

Support the deployment of regional capability-building initiatives to enhance adoption, knowledge sharing, workforce readiness, and organizational effectiveness across regions.

Key Responsibilities

- Support the implementation of governance processes and stakeholder engagement activities to align regional capability priorities with business needs.
- Coordinate deployment of capability frameworks, learning strategies, and Access Academies across regions.
- Conduct capability and skill-gap assessments to identify development opportunities and support workforce planning efforts.
- Maintain knowledge management resources, including best-practice repositories, playbooks, and knowledge-sharing platforms.
- Support change management, communication, and engagement activities to drive awareness and adoption of capability initiatives.
- Facilitate collaboration across teams to promote continuous learning, capability development, and operational excellence.
- Track program adoption, capability growth, and deployment effectiveness using KPIs, dashboards, and reporting tools.
- Provide project coordination and implementation support for regional capability and transformation initiatives.

Essential Requirements:

- Timely delivery of regional capability-building and deployment activities.
- Adoption and utilization of Access Academies, learning programs, and capability frameworks.
- Completion of capability assessments and development action plans.
- Utilization and effectiveness of knowledge management resources and best-practice sharing.
- Delivery of regional cross-functional initiatives and agreed project milestones.
- Stakeholder engagement and satisfaction levels.
- Accuracy and timeliness of KPI reporting and governance deliverables.
- Contribution to operational improvement and capability enhancement initiatives.
- Achievement of individual and team performance objectives.

Ideal Background

Education

- Master's degree Life Sciences, Healthcare Management, Public Health, Organizational Development, or a related discipline.
- Certifications in Project Management, Change Management, Learning & Development, or Knowledge Management are desirable.

Languages

- Fluent in English (written and spoken).

Desirable Requirements:

- 7-10 years of experience in Capability Building, Business Operations, Market Access Operations, Organizational Effectiveness, Knowledge Management, Learning & Development, or related functions.
- Experience supporting capability development, learning programs, organizational effectiveness, or business transformation initiatives.
- Demonstrated ability to collaborate with stakeholders across functions, geographies, and organizational levels.
- Experience coordinating knowledge management activities, best-practice sharing, and learning initiatives.
- Experience managing workstreams or projects with multiple stakeholders and competing priorities.
- Strong project management, communication, and stakeholder engagement skills.
- Experience supporting change management, training, communications, and adoption activities.
- Pharmaceutical, healthcare, consulting, or life sciences industry experience preferred.

Role Requirements

Division
DIV_IM
Business Unit
Marketing
Location
LOC_IN
Site
Hyderabad (Office)
Company / Legal Entity
IN10 (FCRS = IN010) Novartis Healthcare Private Limited
Functional Area
FCT_MA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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