

Global Head of Learning - Production Studio

Job ID
REQ-10014299
Mar 05, 2025
United Kingdom

Summary

Location: United Kingdom(Remote); India, Hyderabad(Hybrid); Dublin, Ireland(Hybrid); Prague, Czech Republic(Hybrid)

About the role:

Would you like to revolutionise our world of learning, change behavior patterns by using innovative and impactful ways to engage our learners and drive business performance?

This role, reporting to the Chief Learning Officer, is for the Global Head of Learning Production Studio. You will be responsible for setting and maintaining leading edge practices for our learning asset and experience development and production, utilising design thinking, whilst leveraging the latest in technology innovations to ensure optimal learner experience and effective upskilling.

You will be coaching, developing and leading a highly skilled diverse team that will create bespoke learning and upskilling experiences. You will also be influencing the whole of the company learning ecosystem to implement innovative ways to learn and upskill for greater impact and engagement.

As part of the Learning Centre of Excellence Leadership Team (Learning CoE LT), you will have a significant role in building the skills and capabilities for our organisation bringing us closer to business objectives and ultimately our patients.

About the Role

Key Responsibilities:

- Analyse, diagnose, design, develop and implement learning and upskilling experience that include all learning content development and asset production. These learning and upskilling experiences include 'global' and enterprise learning and upskilling solutions, as well as learning and skills solutions to support business unit specific priorities and strategy.
- Set and maintain leading edge practices and global standards for the learning content development and assets production (internal and external) to ensure optimal learner experience, learning and upskilling impact and effectiveness working in close end-to-end partnership within the Learning Centre of Excellence as well as the broader learning, skills and capabilities eco-system.
- Incorporate the latest technology innovations and design thinking into every aspect of learning to enhance engagement, learning and impact.
- Establish leading edge innovative practices and consistent ways of working (including documented

processes and SLAs where required) to drive efficiency, effectiveness and impact of learning content development and asset production including all learning modalities, internal and external learning content and assets.

- Learning asset management and learning curation (internal and external content) to ensure we have the right learning content and assets to deliver the learning and skills strategy.
- Learning solutions deployment support including publishing within our learning technology and people experience ecosystems, learner engagement and virtual classrooms and webinar production.
- Implement and maintain clear decision-making processes for learning content development and asset production including learning content 'build / buy / borrow / re-cycle up-cycle' with full transparency of our existing and pipeline learning content and asset portfolio.
- Create, implement and maintain learning governance with external learning vendors as well as internal unit learning, skills and capabilities teams to ensure right level of learning asset transparency, access and IP co-ownership in full alignment with learning and skills meta-data strategy and approach.
- Lead, coach and develop our global, diverse and highly skilled team, and influence the company learning ecosystem.

Essential Requirements:

- Experience in designing and implementing global learning and upskilling solutions in a complex multinational organisation.
- Experience in cross-functional team work to design and implement global learning and upskilling solutions – specifically working with talent development, leadership development and / or technical learning teams.
- A master of design thinking in learning with experience leveraging innovative tools, content, methodologies to deliver highly engaging learning experiences on global scale.
- Experienced and passionate about people ensuring coaching, development and accountability to support the team and individuals in achieving the strategic learning goals for the company.
- Experience in influencing without formal authority across complex multinational organisation – that includes managing resources to deliver outside of 'direct reporting' and influencing senior stakeholders.
- Scaling a learning organisation, with evidence of learning agility and effectiveness – including impact of learning experiences on employee performance and business outcomes.
- Implementation of learner engagement and satisfaction – with evidence of high NPS scores.
- A creative individual who will lead by example, influence and implement with pragmatism towards the 'future vision of learning and upskilling, including break-through innovations such as metaverse, Gen AI and other fast emerging technologies.
- Bachelor or Master University degree in organisational change, adult learning or related fields desired.

Desirable Requirements:

- Experience with AI enablement solutions.
- Learning consulting experience beneficial.
- Lean six sigma or additional professional training and education advantageous.

Benefits and rewards:

Read our handbook to learn about all the ways we'll help you thrive personally and professionally:

<https://www.novartis.com/careers/benefits-rewards>

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>

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Division

People & Organization

Business Unit

Universal Hierarchy Node

Location

United Kingdom

Site

London (The Westworks)

Company / Legal Entity

GB16 (FCRS = GB016) Novartis Pharmaceuticals UK Ltd.

Alternative Location 1

Dublin (NOCC), Ireland

Alternative Location 2

Hyderabad (Office), India

Alternative Location 3

Prague, Czech Republic

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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