

Learning Solution Partner, Associate Director

Job ID
REQ-10039495
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USA

Summary

The Biomedical Research (BR) Learning Solutions Partner (LSP) supports the design, development, and delivery of global BR learning solutions. The BR LSP will work with BR Scientists and leaders to design and develop impactful learning solutions using the latest learning innovation technology aligned with BR strategic priorities.

The LSP will develop and deliver trainings on interdisciplinary drug development and critical project management skills across BR scientific teams to accelerate advancement of innovative therapies. The LSP will be a key member of the Cambridge, MA team, executing the BR learning strategy and the Drug Discovery & Development (DDD) portfolio of offerings. The LSP will lead efforts supporting the global Novartis learning organization, engage our scientists across BR sites and encourage appropriate collaboration and communication across the BR learning community.

About the Role

Your key responsibilities:

- Effectively establish, deepen, and sustain key relationships with stakeholders, and subject matter experts to understand business needs.
- Demonstrate a deep understanding of drug development processes, knowledge, and skills to provide appropriate learning solutions.
- Design and create advanced learning solutions using state-of-the-art methodologies, in partnership with BR Scientists, leaders, and subject matter experts.
- Drive efforts around coordinating and general oversight of the Drug Discovery and project management skills portfolio across BR sites, including scheduling, execution, pre- and post-session survey data analysis, and communication plans for curriculum/sessions in partnership with the BR learning team and subject matter experts.
- Use available data to continuously develop, update, and deliver a robust learning portfolio, ensuring it meets BR strategic priorities in advancing drug development programs and provides an impactful learner experience.
- Responsible for delivering the best learner experience through quality learning solutions and ensuring positive impact on the business.
- Responsible for guiding subject matter experts regarding appropriate learning content based on adult learning theory and practice using cutting edge learning technology.

Role Requirements:

- Advanced University degree in scientific discipline (MS or PhD)

- 6+ years of experience in drug discovery and development, clinical, pharmaceutical, or medical with deep understanding of drug development in pharma or biotech.
- 3+ years of experience with adult education theory and practice preferred
- Degree/certification in instructional design a plus
- Experience with project management principles highly desired.
- Experience in facilitation, design, and delivery of learning curricula.

#LI-Hybrid

Novartis Compensation and Benefit Summary: The pay range for this position at commencement of employment is expected to be between: \$126,00 and \$234,000/year; however, while salary ranges are effective from 1/1/25 through 12/31/25, fluctuations in the job market may necessitate adjustments to pay ranges during this period. Further, final pay determinations will depend on various factors, including, but not limited to geographical location, experience level, knowledge, skills, and abilities. The total compensation package for this position may also include other elements, including a sign-on bonus, restricted stock units, and discretionary awards in addition to a full range of medical, financial, and/or other benefits (including 401(k) eligibility and various paid time off benefits, such as vacation, sick time, and parental leave), dependent on the position offered. Details of participation in these benefit plans will be provided if an employee receives an offer of employment. If hired, employee will be in an “at-will position” and the Company reserves the right to modify base salary (as well as any other discretionary payment or compensation program) at any time, including for reasons related to individual performance, Company or individual department/team performance, and market factors.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:
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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>

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The Novartis Group of Companies are committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the application process, or to perform the essential functions of a position, please send an e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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