

Capability Building Partner

Job ID
REQ-10020286
Sep 16, 2024
Canada

Résumé

Location: Montreal, #LI-Hybrid

Novartis is unable to offer relocation support for this role; please only apply if this location is accessible for you.

About the role:

We are looking for an experienced and passionate learning professional to help us achieve our goal of driving industry-leading sales excellence within our field force. As a Capability Building Partner, you will be responsible for managing and implementing training initiatives that support priority therapeutic areas, all while achieving KPIs through cross-collaboration efforts with internal and external stakeholders.

The role reports directly into the Lead, Capability Building and will work closely with our marketing and sales teams.

Permanent position

About the Role

Key Responsibilities:

- Create and manage the learning/capability building plans and curriculum for the commercial team (field roles for assigned therapeutic areas) based on the assessment of the most critical capability gaps and functional competencies.
- Ensure the adoption of the most suitable and innovative learning approaches for field teams, following Novartis guidelines, approved budget and strategy.
- Monitor and evaluate the effectiveness and impact of the learning programs and interventions, using relevant metrics and feedback mechanisms, and continuously improve them based on the insights and best practices.
- Collaborate and communicate effectively with internal and external stakeholders, such as sales, marketing, medical, functional leaders, regional/global teams, vendors and agencies, to ensure alignment and coordination of learning initiatives.
- Foster a culture of learning and development within the organization, promoting the use of digital and self-directed learning tools and platforms, and encouraging the sharing of knowledge and experiences among peers and teams.
- Build and maintain strong relationships with key internal and external stakeholder
- Managing assigned learning budget and resources efficiently and responsibly, ensuring compliance with

Novartis policies and procedures.

Essential Requirements:

- At least 2 years of experience and proven impact as a capability partner/trainer or a similar role in a life science or multinational organization recognized for advanced capabilities.
- Business fluency in English and French.
- Excellent communication and presentation skills, with the ability to influence and engage diverse audiences.
- Strong analytical and problem-solving skills, with the ability to measure and evaluate the impact of learning solutions.
- Creative and innovative mindset, with the ability to design and deliver engaging and effective learning solutions.

Desirable Requirements:

- Commercial experience or a strong understanding of the life science industry and its challenges and opportunities.
- Experience in a front-line sales role in the life science industry.

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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<https://talentnetwork.novartis.com/network>

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>

Division

International

Business Unit

Innovative Medicines

Emplacement

Canada

Site

Montreal

Company / Legal Entity

CA04 (FCRS = CA004) NOVARTIS PHARMA CANADA INC.

Functional Area

Commercialisation

Job Type

Full time

Employment Type

Regular

Shift Work

No

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