

GDD China Learning Head " >

Job ID

327845BR

Oct 21, 2021

China

Job Description

500+ Ongoing clinical trials;160+ Projects in clinical development;80+ Major submissions planned 2020-2022. Novartis GDD (Global Drug Development) oversees the development of new medicines discovered by our researchers and partners. It drives breakthrough innovations to improve and extend the lives of millions.

In today's context of GDD China, we require to upskill the associates and build critical capabilities for individuals and organization to achieve China vision by 2025, as well as to enhance external collaboration through providing professional training to our critical external partners and stakeholders.

The Learning Head acts as strategic learning partner for GDD China management team and Line Function(s), understands the business strategy and challenges and designs the Learning Strategy to mitigate the gap, in terms of defining and managing learning needs and outcomes, including incorporating regulatory compliance aspects, and ensuring effective implementation and delivery of learning solutions, leading to capability enhancement and identified business results.

The job holder leads identification and enhancement of learning curricula and solutions, to ensure GDD China associates possess all necessary current and future competencies, skills and knowledge to achieve Development business objectives.

Your key responsibilities:

Your responsibilities include, but are not limited to:

- Effectively establish, deepen and sustain key relationships with functional stakeholders to understand business needs and related performance gaps, and demonstrate an understanding of processes and methodology in order to provide appropriate learning solutions.
- Define GDD China Learning and capability-building strategies and priorities to improve or optimize individual and team performance to ensure business success by leveraging internal and external resources to shape the optimal solutions.
- Partner with HR team to align learning and development activities with the development and implementation of HR plans, programs and tools, to address China capability building priorities and enhance organizational capability. Optimize talent and learning solutions to support performance improvement within the business unit while aligning with the over-arching strategic goals.
- Align learning strategies around identified needs and gaps. Coach business stakeholders around learning strategies while collaborating within GDU to leverage existing and/or develop learning solutions to meet unique business requirements.
- Collaborate with regional, global GDU and China NoLI teams to provide design input, test and customize

solutions as appropriate to meeting China GDD country needs. Lead and drive the implementation of a functional competency-based learning approach with clear definition of core competencies, key knowledge areas, behavioral indicators, and proficiency levels.

- Accountable for all learning solutions for assigned Function / Competency area, working in partnership with the Design & Development Managers. Shape learning demand planning and budget needs for functional area.
- Responsible for ensuring the highest levels of customer satisfaction by delivering the best customer experience, quality of products and value to ensure highest recommendations and return business. Directly responsible for driving stakeholder satisfaction for their function. Demonstrates flexibility in approach to ensure best allocation of people / skills / resources across GDU projects, and related projects as assigned.
- Advantages agreed evaluation strategies to measure and report on the effectiveness of training solutions. Build and develop strong sustainable relationships with all internal and external stakeholders, working collaboratively with them to achieve common goals and share knowledge and best practice. To chair and lead learning committee and play a key role to shape learning culture. Act as role model for Novartis values by leading with curious culture and embedding ICU culture in day to day business

Diversity & Inclusion / EEO

Novartis is committed to building an outstanding, inclusive work environment and diverse team's representative of the patients and communities we serve.

Minimum Requirements

What you'll bring to the role:

- Learning and Business related degrees, or health science degrees. Project Management qualification is preferred.
- Fluent in written and spoken English, other languages an advantage
- 5+ years Clinical, Pharmaceutical or Medical Device experience with deep understanding of Research and Development functions; or 7+ Years working in a customer facing role, ideally with an agency providing services into the Pharma/ Medical Device industry.
- Experience in shaping and managing multiple projects at the same time
- 5+ Years managing learning project including budgets, vendor and contractor management.

Why consider Novartis?

799 million. That's how many lives our products touched in 2019. And while we're proud of that fact, in this world of digital and technological transformation, we must also ask ourselves this: how can we continue to improve and extend even more people's lives?

We believe the answers are found when curious, courageous and collaborative people like you are brought together in an inspiring environment. Where you're given opportunities to explore the power of digital and data. Where you're empowered to risk failure by taking smart risks, and where you're surrounded by people who share your determination to tackle the world's toughest medical challenges.

Imagine what you could do at Novartis!

Commitment to Diversity & Inclusion:

Novartis embraces diversity, equal opportunity and inclusion. We are committed to building diverse teams, representative of the patients and communities we serve, and we strive to create an inclusive workplace that cultivates bold innovation through collaboration, and empowers our people to unleash their full potential.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay

connected to learn more about Novartis and our career opportunities, join the Novartis Network here:

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

Division

Global Drug Development

Business Unit

PORTFOLIO STRATEGY & MGMT GDD

Location

China

Site

Shanghai

Company / Legal Entity

CNIBR Co. Ltd.

Functional Area

Research & Development

Job Type

Full Time

Employment Type

Regular

Shift Work

No

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