NOVARTIS

Senior Manager Field Capability Development - German Speaker

Job ID
REQ-10071852

2   12, 2026

Ireland

#LI-Hybrid

Location:
Dublin, Ireland

Relocation Support:
This role is based in Dublin, Ireland. Novartis is unable to offer relocation support: please only apply if accessible.

Are you passionate about shaping the future of field excellence? As Associate Director, Field Capability Development, you'll lead transformative initiatives that empower commercial and medical teams to deliver exceptional impact. In this role, you'll design innovative programs, foster a culture of continuous learning, and collaborate with senior leaders across the globe to drive operational excellence. Your expertise will help build high-performing teams and ensure Novartis remains at the forefront of healthcare innovation.

About the Role

Key Responsibilities

- Lead the design and implementation of commercial and medical excellence programs aligned with business objectives.
- Deliver key projects, impactful workshops and training sessions, both in-person and virtually.
- Collaborate with cross-functional teams to ensure successful project execution and adoption.
- Act as a trusted advisor to senior stakeholders, influencing strategic decisions.
- Mentor and develop junior team members to build a high-performing culture.
- Manage resources effectively to optimize financial and operational outcomes.
- Drive continuous improvement in project management and capability development processes.
- Monitor KPIs to ensure delivery of business impact and customer satisfaction.

Essential Requirements

- Graduate degree in Life Sciences, Pharmacy, Medicine, or related field.
- Proven experience in commercial or medical excellence roles within pharma/healthcare.
- Proven leadership in complex projects and cross-functional team environments.
- Expertise in capability development and field force excellence strategies.
- Strong stakeholder engagement and influencing skills at senior levels.
- Experience designing and delivering impactful training and development programs.
- Ability to thrive in a matrix and geographically dispersed organization.
- Advanced training, coaching and facilitation skills
- Full proficiency in English and <u>native-level German </u>language skills.

Desirable Requirements

- "Coaching/Coach the Coach" certification.

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

Disclaimer*: Some restrictions on flexible working options may apply and will be discussed during interview if applicable

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 And Inclusion /EEO

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

Accessibility And Accommodation

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to receive more detailed information about the essential functions of a position, please send an e-mail to diversity.inclusionch@ novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join Our Novartis Network

If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: https://talentnetwork.novartis.com/network

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

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International

Business Unit
Marketing

Ireland

Dublin (NOCC)

Company /Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd

Functional Area
Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

function adjustKalturaPlayer() { var deviceWidth = window.innerWidth || document.documentElement.clientWidth || document.body.clientWidth; var mediaElement = document.getElementById("kalturaplayer69c094c4e2a6f613226036"); var mediaContainer = mediaElement.closest('.nc-kaltura-media'); var originalWidth = "1200px"; var originalHeight = "674px"; var originalWidthValue = parseFloat(originalWidth); var originalHeightValue = parseFloat(originalHeight); var mediaType = "video"; var isResponsive = false; //Get computed styles of the container element var parentStyles = window.getComputedStyle(mediaContainer); var finalWidth = parseFloat(parentStyles.width); if (finalWidth var config = { targetId: "kalturaplayer69c094c4e2a6f613226036", provider: { widgetId: "1Om7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: { download: { disable: true }, "playkit-js-transcript":{ position: "right", //Default: bottom;(' left' , ' right', ' top' , 'bottom') to enable transcript expandMode: "over", //Default: alongside;(' alongside', ' hidden' , 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable:

```
true } }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false },
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get
KalturaPlayer.ui.components.Remove } ] } }; config.plugins.preventSeek = { preventSeekForward:
false, preventSeek: false }; config.plugins.floating = { disable: true }; config.plugins.navigation = {
position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; config.plugins['playkit-
js-hotspots'] = { disable: true }; config.plugins['playkit-js-moderation'] = { disable: true };
config.plugins['playkit-js-info'] = { disable: true }; config.plugins.share = { disable: true };
config.ui.uiComponents = []; config.plugins.googleTagManager = {};
config.plugins.googleTagManager.customEventsTracking = {};
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';
config.plugins.googleTagManager.customEventsTracking.custom = [];
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:
false, playlistEvents: false, castEvents: false } };
```

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try { var kalturaPlayer = KalturaPlayer.setup(config); //Add the player to the global array. if (typeof
kalturaPlayerVideos !== 'undefined') { kalturaPlayerVideos.push(kalturaPlayer); } else { var
kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } //Load the Player for other
media. kalturaPlayer.loadMedia({entryId: "1dgfvmafo"}); setTimeout(() => {
setupAutoPause(kalturaPlayerVideos); }, 500); function setupAutoPause(players) {
players.forEach((currentPlayer) => { currentPlayer.addEventListener('play', () => {
players.forEach((otherPlayer) => { if (otherPlayer !== currentPlayer && typeof otherPlayer.pause ===
'function') { otherPlayer.pause(); } }); }); }); } } catch (e) { console.error(e.message) }
```


VIDEO

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