

## Manager Innovation Lab, Learning and Training Assets Delivery AI

Job ID  
REQ-10075778

4月 28, 2026

India

### 摘要

Job Title: Manager Innovation Lab, Learning and Training Assets Delivery AI

#LI-Hybrid (3 days a week in office is mandatory)

Location: Hyderabad, India

Relocation Support: Yes

The Manager Innovation Lab, Learning and Training Assets AI sits within the US Innovation Lab (iLab), a pillar in Marketing Technology Product Mgmt, within the Integrated Marketing Organization. With a passion innovation, you will join a highly innovative and intrapreneurial group to accelerate emerging technologies and solutions in the US. With a deep expertise in adult learning and emerging tech delivery modalities, you will collaborate with key stakeholders to create and deliver AI learning curricula that enable adoption of agentic solutions. We think differently here; we are constantly thinking about tomorrow, and we are designing the future—today.

The Manager Innovation Lab, Learning and Training Assets AI will architect a multi modality AI learning and enablement system—including structured curriculum, hands on labs, prompt libraries, workflow playbooks, agent usage guides, and experiential learning modules. The individual will partner with vertical leaders, product owners, and other stakeholders to ensure all teams can work

effectively with AI and adopt iLab 's evolving AI goals, operating model and objectives aligned with the strategic imperatives for the year.

## About the Role

### Key Responsibilities:

#### AI Learning Strategy & Curriculum Architecture (People and Delivery)

- Build the unified Copilot/AI learning curriculum, covering foundational to advanced agent building competencies.
- Define skill standards, assessment models, proficiency frameworks, and role specific capability maps.
- Conduct learning needs analysis and gap assessment to determine the current and future skills and competencies required for associates
- Deliver and facilitate learning sessions, both online and in-person, using various platforms and tools (Microsoft Teams, etc.)
- Create and facilitate train-the-trainer learning sessions for Marketers, leaders, and other key stakeholders
- Create and maintain online intranet channel for learners and content, promoting a learning community and aligned to our Nurture Curiosity strategic pillar

#### Hands On AI Enablement Asset Creation (Technology + Process)

- Design and produce hands on learning modules, sandboxes, simulation environments, prompt libraries, reusable AI workflows, cheat sheets, and guided labs.
- Develop training assets for AI agents, evaluation tools, workflow automation methods, and decision support systems.
- Own multi modality asset delivery (video, eLearning, job aids, live demos, quick start guides).

#### Internal AI Adoption & Behavior Change Enablement

- Drive habit building programs that integrate AI into daily work routines (prompt rituals, workflow redesign practices, agent usage protocols).
- Support business teams in building prompt fluency, workflow reasoning, and responsible AI literacy.
- Partner with P&O to implement organizational readiness strategies informed by the 2026 AI transformation themes.

#### Governance, Quality & Compliance

- Ensure all content aligns with AI governance, privacy, validation, and RAI requirements.
- Build and maintain version control, content governance, maintenance cycles, and quality standards for all learning assets.

## Measurement, Insights & Continuous Improvement (Process)

- Define success metrics for AI learning (adoption, proficiency, behavior change, workflow impact).
- Maintain dashboards and scorecards to track curriculum performance and AI enablement ROI.
- Evaluate and measure the impact and effectiveness of learning solutions, using various methods and tools, such as surveys, quizzes, tests, observations, interviews, etc.

## Cross Functional Collaboration

- Partner with product teams, Solutionists, engineering, compliance, and P&O to embed learning into solution lifecycles.
- Coordinate with XR, Game Studio, and broader iLab teams to share standards and unify enablement practices.

## Essential Requirements

### Education & Qualifications

- University degree in computer sciences, business or similar

### Experience

- Bachelor's degree or equivalent in business, innovation, IT, education, instructional design, learning and development, or related field.
- At least 5 years of experience in designing, developing, and delivering learning solutions for adult learners, using various modalities and technologies, preferably in the technology sector (AI, Metaverse, AR/VR/MR, etc.)
- Hands on with AI tools, prompt engineering, workflow design, and agent usage.
- Excellent verbal and written communication skills
- Strong applied understanding of LLMs, transformer architectures, and their strengths/limitations
- Ability to translate complex AI and agentic workflows (e.g., Copilot Studio, LangChain, Semantic Kernel) into clear, accessible instructional materials, labs, and learning experiences for non technical audiences
- Experience creating multi format learning content and technical enablement materials.
- Strong understanding of adult learning principles, behavior change models, and AI literacy frameworks.
- Familiarity with AI governance, compliance, and responsible AI requirements.
- Collaboration skills: Comfort working with cross functional partners (business/medical/tech), translating requirements into shippable prototypes quickly and clearly. (Industry templates emphasize cross functional collaboration for AI specialists/engineers.
- Excellent in MS Office (Microsoft, Excel, PPT, Teams) and Learning Management Systems (LMS)

## Preferred Qualifications

- Experience in AI adoption, capability building, or transformation programs.
- Exposure to RAG/agent frameworks, evaluation workflows, or LLM engineering.
- Experience delivering learning in fast paced or highly regulated environments.
- Experience developing trainings for new technologies like AI, and virtual reality, if you have an expertise in adult learning and innovation, in designing and facilitating e-learning courses, live learning sessions, enterprise learning day events, and leading a cross-functional team of key stakeholders to execute.

## Why Join Novartis Innovation Lab

- Work on high-impact problems that enable innovation acceleration at the intersection of science, emerging technology, and human behaviour.
- Build and validate next-generation digital solutions used across a global pharmaceutical enterprise
- Operate in a true innovation environment that values evidence, experimentation, and learning, and measurable business impact
- Contribute to reusable capabilities that shape how Novartis innovates at scale

## Commitment to Diversity and Inclusion:

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 individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门  
US

Business Unit  
General Management

地点  
India

站点  
Hyderabad (Office)

Company / Legal Entity  
IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area  
Marketing

Job Type  
Full time

Employment Type  
Regular

Shift Work  
No

```
var config = { targetId: "kalturaplayer69fcfd4e417bb658345494", provider: { widgetId:
"10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause:
false, allowMutedAutoPlay: false, loop: false }, sources: { options: {}, startTime: 0 }, plugins: {},
sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(KalturaPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(KalturaPlayer.plugins["transcript"]) { config.plugins["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 }; } if (KalturaPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; } if (KalturaPlayer.plugins["navigation"]) {
config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible:
false }; } } if (KalturaPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; }
if (KalturaPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if
(KalturaPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } } if
(KalturaPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } } config.ui.uiComponents =
[]; if (KalturaPlayer.plugins["googleAnalytics"]) { 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 } }; }
```

```
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: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
```

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