

Capability Building Lead - Digital Solutions

Job ID
REQ-10083468

7月 12, 2026

China

Available in: English

摘要

This role is responsible for designing and enabling digital-first capability building solutions for field teams, supporting the development of critical skills aligned with business priorities.

The position partners closely with field training, commercial, and functional stakeholders to co-create capability strategies and translate them into scalable digital learning solutions, leveraging data, technology, and modern learning approaches.

Acting as a bridge between capability needs and digital innovation, the role drives the evolution of learning from traditional training delivery to data-informed, personalized, and technology-enabled capability development.

The role contributes to shaping the overall digital capability building roadmap, while focusing on execution excellence, adoption, and measurable impact.

About the Role

Jobs to be Done:

1) Digital Capability Solutions

Translate business needs into scalable, digital-enabled learning solutions

Design and deliver blended learning experiences leveraging technology and modern learning approaches

Continuously improve learning effectiveness through innovation and emerging technologies

2) Capability Insights & Measurement

Establish capability assessment approaches to identify skill gaps and track progress

Leverage data and analytics to generate insights and guide capability priorities

Monitor learning effectiveness and business impact

3) Learning Technology & Ecosystem Enablement

Enable and optimize digital learning platforms and tools to support large-scale capability building

Partner with technology teams to integrate learning solutions into field workflows

Drive adoption and continuous optimization of learning technologies

4) Strategic Partnership & Program Execution

Partner with business and functional stakeholders to align capability initiatives with priorities

Support the development of digital capability building strategy

Drive effective rollout and adoption of key capability programs

Key Experience & Success Profile:

Experience

- Experience in capability building, learning & development, or field training within a commercial or field-based organization
- Proven experience in designing and implementing digital or technology-enabled learning solutions
- Experience in translating business needs into scalable capability initiatives, working across functions
- Exposure to data analytics or performance measurement in learning and capability development

Skills & Capabilities

- Strong understanding of modern learning approaches, including digital and blended learning
- Ability to leverage technology and emerging tools to enhance capability building
- Analytical mindset with ability to generate actionable insights from data
- Strong stakeholder management and communication skills
- Ability to balance strategic thinking with hands-on execution

Success Profile

- Delivers scalable and impactful capability solutions aligned with business priorities
- Drives adoption and engagement of digital learning initiatives
- Effectively bridges business needs and learning solutions
- Demonstrates strong learning agility and openness to new technologies

Languages:

- English
- Chinese

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部门
International

Business Unit
Sales

地点
China

站点
Shanghai (Shanghai)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:

```

"kalturaplayer6a73009b87baf197849456", provider: { widgetId: "10m7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.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 (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if
(kPlayer.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 } }; }

```

```

// Ensure the global player registry array always exists, regardless of embed type.
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =
_thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // _thumbnailEmbed() returns a
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to
capture the player directly. thumbEmbedPromise .then(function(player) {
window.kalturaPlayerVideos.push(player); // Notify kaltura_datalayer.js that a new player is ready so
it can // attach custom event listeners immediately, regardless of when // the user clicked the
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {
console.error(e.message) }

```

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