

Learning Program Manager

Job ID
REQ-10087955

九月 25, 2026

Mexico

摘要

#LI-Hybrid

Location: Mexico City, Insurgentes

Contract Type: This role is based in Mexico City, Insurgentes. Novartis is unable to offer relocation support: please only apply if accessible.

Reimagining Medicine Starts With Our People

Are you passionate about creating innovative learning experiences that drive business transformation and capability growth? We are seeking a Learning Program Manager to help shape and deliver impactful learning journeys that build AI fluency, leadership effectiveness, and transformation capabilities across our organization.

Reporting to the Director, AI Learning & Leadership Programs, this role will lead the design, development, maintenance, and continuous improvement of engaging, learner-centered curriculum and learning assets. Partnering with subject matter experts, business leaders, vendors, and cross-functional teams, you will translate complex concepts into practical, high-quality learning experiences that enable employees to develop critical skills and apply them effectively in their roles.

This is an exciting opportunity for a learning professional who combines instructional design expertise, strategic thinking, and operational excellence with a passion for

innovation, including the use of AI-enabled learning solutions.

About the Role

Key Responsibilities

- Design and develop role-based learning journeys that support capability growth from awareness through application, reinforcement, and demonstrated proficiency.
- Translate subject matter expertise into engaging learning solutions, including e learning modules, workshops, simulations, playbooks, leader guides, job aids, and facilitator materials.
- Apply adult learning principles, human-centered design methodologies, accessibility standards, and best practices in instructional design. • Ensure curriculum consistency, usability, and alignment with established design frameworks for AI, leadership, and transformation programs.

Content Management & Continuous Improvement

- Maintain curriculum maps, content inventories, version control processes, and content governance practices.
- Continuously improve learning assets based on learner feedback, performance data, adoption metrics, and evolving business needs. • Identify opportunities to streamline content libraries and reduce duplication across learning programs.

Program Delivery & Stakeholder Collaboration

- Partner with subject matter experts, facilitators, business leaders, and vendors to support the timely development and deployment of learning solutions.
- Coordinate learning development activities and ensure readiness for program launches and ongoing delivery.
- Support learning operations, including vendor management, purchase order coordination, budget tracking, and documentation.

Measurement & Innovation

- Incorporate measurement strategies to assess learner engagement, knowledge retention, confidence, and behavioral application.
- Leverage AI-driven learning approaches to enhance personalization, learner experience, and program effectiveness.
- Use data and stakeholder insights to recommend improvements that increase business relevance and learning impact.

Essential Requirements Education

- Bachelor ' s degree in Learning & Development, Instructional Design, Organizational Development, Business, Communications, Healthcare, Digital Learning, or a related field.

Experience

- 4+ years of experience in instructional design, curriculum development, learning experience design, leadership development, capability building, or related learning functions.
- Proven experience developing learning solutions for business audiences, including workshops, digital learning, facilitator guides, playbooks, and performance support tools.
- Experience transforming complex subject matter into practical, engaging, learner centered content.
- Experience coordinating multiple stakeholders and managing projects in fast-paced environments.

Knowledge & Skills

- Strong expertise in instructional design methodologies and adult learning principles.
- Excellent curriculum development, content creation, stakeholder management, and project coordination skills. • Ability to manage multiple priorities while maintaining a high level of quality and attention to detail. • Strong written and verbal communication skills with the ability to influence across functions and levels.
- Experience working with learning technologies and digital learning platforms. • Strong analytical skills with the ability to interpret feedback and learning metrics to drive continuous improvement.

Preferred Qualifications

- Experience supporting AI literacy, digital transformation, leadership development, pharmaceutical commercial capabilities, or enterprise-wide learning initiatives.
- Certification or coursework in Instructional Design, ATD/CPTD, Human-Centered Design, Learning Analytics, or related disciplines.
- Experience working across global or cross-functional organizations.
- Fluent English required; Spanish proficiency is highly desirable.

Commitment to Diversity & 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 work with and provide 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 tas.mexico@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message. Novartis tiene el compromiso de trabajar y proporcionar adaptaciones razonables para personas con discapacidad. Si, debido a una condición médica o discapacidad, necesita una adaptación razonable para cualquier parte del proceso de contratación, o para desempeñar las funciones esenciales de un puesto, envíe un correo electrónico a tas.mexico@novartis.com y permítanos conocer la naturaleza de su solicitud y su información de contacto. Incluya el número de posición en su mensaje.

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: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

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部门
US

Business Unit
Marketing

地点
Mexico

站点
INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

```
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"kalturaplayer6abb9c8515bd5025541644", 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
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(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 = {};
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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 =  
thumbEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbEmbed() 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 kalturaDataLayer.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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