

Sr. Learning Design Manager

Job ID
REQ-10030692
Nov 21, 2024
India

Summary

We are seeking a highly experienced and talented Senior Instructional Designer to join our Development Learning team and play a critical role in shaping our learning pro-grams. This role will be responsible for designing and developing impactful learning solutions for the Development organization to support business priorities. This role will partner with department colleagues, stakeholders, and subject matter experts to fully under-stand the business needs through needs analysis, and will design, develop, and imple-ment effective, highly engaging learning solutions to address the business problem. With their instructional design expertise, this role will grow our department talent by coaching and mentoring other instructional designers.

The Senior Instructional Designer will apply a learner-centric approach and a collaborative and creative mindset, focusing on enhancing the learning experience, utilizing vari-ous learning tools and technologies, and maximizing learning impact through excellence in learning design and delivery channels. In addition, strong project management, stake-holder management and organizational skills are required.

About the Role

Major Accountabilities

- In partnership with Learning Solutions Lead(s), actively participates in learning needs analysis, and collaborates to develop a learning strategy that will meet the business need
- Applies adult learning principles and instructional design methodology to design and develop learning objectives and learning materials to improve competencies, skills, and knowledge
- Expert in creating learning materials for both synchronous and asynchronous learning programs, including but not limited to storyboards, audio scripts, eLearning courses, multimedia animations, slide presentations, facilitator guides and Learning Experience Platform (LXP) smartcards.
- Applies project management principles, processes, and tools to ensure project deadlines are met; clearly and proactively communicates project status with project team members and subject matter experts
- Curates learning solutions within Novartis and from external sources
- Builds and sustains strong relationships with internal and external stakeholders, working collaboratively to achieve common goals. Proactively analyses, updates, and refines course content, as needed
- Keeps current on technology platforms (including AI), and best practices in instructional design; shares new ideas and innovative solutions with instructional designers
- Actively coaches and mentors other instructional designers to drive skill building and expertise among colleagues
- Demonstrates a high level of attention to detail and is responsible for quality control of learning materials and QC support for cross-departmental learning deliverables

Minimum Requirements

- 7+ years' experience with Instructional Design. Expert knowledge of adult learning theory and practice
- Strong understanding of the drug development process including functional interfaces; familiarity with scientific and medical terms and concepts preferred. Expert skill level in design and digital learning technology platforms (e.g., Articulate, Camtasia, Photoshop); skill with AI-driven learning platforms a plus
- Strong project management and organizational skills, with the ability to manage multiple priorities and deadlines
- Excellent written and verbal communication skills, with the ability to interface effectively with team members, subject matter experts and cross-department colleagues
- Bachelor's degree in a relevant field, preferably in science or learning.
- Critical thinking and consultancy skills
- Demonstrated ability to work independently and as part of a team, collaborating with global stakeholders
- Commitment to flexible working hours as global team members in different time zones

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.

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Division

Development

Business Unit

Innovative Medicines

Location

India

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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

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