

Director, Internal Audit – Learning & Competency Building

Job ID
393590BR
Lug 19, 2024
Svizzera

Sommario

The Director, Internal Audit – Learning & Competency Building will lead and enhance capability building initiatives within the Internal Audit department, with a strong focus on fostering innovation and forward-thinking practices. Responsible for creating and implementing comprehensive training programs, ensuring continuous development, and contributing to the team's overall success. Additionally, the role encourages a proactive approach to innovation, outside-in thinking, and a forward-thinking mindset.

About the Role

Key Responsibilities include, but not limited to:

- Conduct thorough assessments to identify and address capability gaps within the Internal Audit (IA) team.
- Develop and execute strategies to enhance technical skills, industry knowledge, and soft skills essential for effective internal auditing, incorporating innovative audit approaches.
- Collaborate with the Leadership Team to establish and monitor individualized capability development plans with a strategic focus on fostering innovation in audit processes.
- Focus on Functional IA skills as a key component of learning initiatives. Design and implement a holistic training curriculum aligned with our IA methodology, industry standards and organizational objectives.
- Create engaging training materials, modules, and resources that cater to the unique needs of internal auditors, incorporating elements of forward-thinking approaches and innovative practices.
- Stay abreast of industry trends and regulatory changes, incorporating relevant content into training programs with a proactive and innovative mindset.
- Leverage Novartis methodologies, systems, and existing curriculum in the development of training programs.
- Drive initiatives to infuse innovation into our IA methodology, exploring new technologies, methodologies, and tools to enhance audit processes.
- Collaborate cross-functionally to integrate innovative solutions that optimize audit efficiency and effectiveness, showcasing forward-thinking approaches. Insource relevant training for the IA team. Act as the primary facilitator for key training programs.
- Collaborate with internal and external subject matter experts to deliver specialized training modules, incorporating the latest innovative practices in audit.
- Focus on Diagnosis, design, and roll-out within the Novartis framework of Growth and Development.
- Establish robust evaluation methods to measure the effectiveness of training - Define success metrics for capability building and regularly report on progress to leadership. Demonstrate the value of capability building efforts, promoting awareness within team of available learning opportunities, contributing to the

overall success of the Internal Audit.

Key Requirements:

- Relevant degree, gained in Learning & Development, Internal Audit, or a related field.
- Proficiency in English required.
- Demonstrated experience designing and delivering impactful training programs, preferably within the pharmaceutical or healthcare industry.
- In-depth understanding of internal audit methodologies, industry compliance standards, and regulatory requirements.
- Strong communication, interpersonal, and leadership skills.
- Proven ability to collaborate with cross-functional teams, build positive working relationships, and promote innovative practices.
- Demonstrated project management skills and attention to detail.

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?

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

Divisione

Corporate

Business Unit

Corporate

Posizione

Svizzera

Sito

Basel (City)

Company / Legal Entity

C010 (FCRS = CH010) Novartis International AG

Functional Area

Audit e finanza

Job Type

Full time

Employment Type

Regular

Shift Work

No

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