

Global Head- Learning Production Studio

Job ID
REQ-10014299
Sep 03, 2024
Ireland

Summary

Location: Dublin, Ireland

About the role:

The Global Head – Learning Production Studio is a newly created role with the Learning CoE responsible for the learning content development and asset production that underpins the delivery and deployment of the learning and upskilling strategy for Novartis enterprise.

This role is responsible for setting and maintaining minimum (and ‘leading’) standards for the learning content development and assets production (internal and external) to ensure optimal learner experience, learning and upskilling impact and effectiveness working in close end-to-end partnership within the Learning CoE as well as the broader learning, skills and capabilities eco-system.

The scope of the Learning Production Studio includes all learning content development and asset production including ‘global’ and enterprise learning and upskilling solutions, as well as learning and skills solutions to support business unit and function specific priorities. This includes digital learning experiences, blended learning as well as in-person learning and upskilling experiences strategically aligned to our Novartis learning and skills strategy.

About the Role

Job Description

Key Responsibilities:

- Establish leading practices and consistent ways of working (including documented processes and SLAs where required) to drive efficiency, effectiveness and impact of learning content development and asset production including all learning modalities, internal and external learning content and assets
- Implement and maintain (including stakeholder change management) clear decision making processes for learning content development and asset production including learning content ‘build / buy / borrow / re-cycle up-cycle’ with full transparency of our existing and pipeline learning content and asset portfolio
- Implement and maintain (including stakeholder change management) learning content governance with external learning vendors as well as internal unit learning, skills and capabilities teams to ensure right level of learning content and asset transparency, access and IP ownership (co-ownership) in full alignment with learning and skills meta-data strategy and approach
- Ensure learning content and asset ‘standards’ (internal and external learning asset production) with

regular reviews of learning content portfolio for usage, effectiveness

- Learning content portfolio management and learning content curation (internal and external content) to ensure we have the right learning content and assets to deliver the learning and skills strategy, aligned with our learner experience enablement vision
- Learning solutions deployment support including publishing within our learning technology and people experience ecosystems, learner engagement and virtual classrooms and webinar production
- Lead, coach and develop the team of direct reports based in Novartis corporate centres and indirect teams where required

Key performance indicator / measurement of success

- Learning effectiveness – including impact of learning programs on employee performance and business outcomes
- Learner engagement and satisfaction – including NPS
- Learning program completion rates: Monitor the percentage of employees who successfully complete learning programs and coverage of key target audiences
- Learning program feedback from employees on the quality and relevance of learning programs – including all aspects of the learning experience (from overall learner experience, duration of the learning program elements, density of content / frameworks, relevance of content as well as learning deployment aspects such as joining instructions)

Minimum Requirements

- Bachelor or Master University degree in organisational change, adult learning or related fields desired. Additional professional training and education advantageous
- English

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>

Commitment to Diversity & Inclusion:

We are 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 all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in any order to receive more detailed information about essential functions of a position, please send an e-mail to inclusion.ireland@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>

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

Division

People & Organization

Business Unit

CTS

Location

Ireland

Site

Dublin (Novartis Corporate Center (NOCC))

Company / Legal Entity

IE02 (FCRS = IE002) Novartis Ireland Ltd

Alternative Location 1

London (The Westworks), United Kingdom

Alternative Location 2

Prague, Czech Republic

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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