

# STRATEGIC CAPABILITIES BUSINESS PARTNER

Job ID  
REQ-10016402  
Jul 25, 2024  
Spain

## Summary

Are you passionate about partnering and driving teams to their highest performance? We are seeking a Strategic Capabilities Business Partner to join our team! In this role you will have primary responsibility for the Commercial Capabilities Strategy Plans in partnership with the business. You will be the main point of contact within existing teams to support the implementation of existing and new learning programmes, products and structures. You will ensure continuous improvement of commercial skills and call impact through systematic trainings by assessing skill level/brand knowledge across the field force teams.

## About the Role

### Key Responsibilities:

- Design, develop and implement training programs for entry level and experienced field force associates including sales techniques, presentations, project and product applications information with the aim of equipping representatives with tools to launch products to Novartis standards.
- Design and deliver training in areas as required to support Commercial Development Capability Plans by target audience and brand.
- Commercial Upskilling of Field Roles: Design and implement local strategies in order to deploy global enterprise programs for field force associates at a country level.
- Role Onboarding: partner with the business to provide a smooth onboarding into the field role.
- Change management: provide consultation in acceleration of adoption of new ways of working or AI products in brands / teams.
- Participate in Global Council Capability Meetings.
- Manage LMS and training budget management.
- Bring the outside in: look for external trends, latest learning methodologies that can upgrade existing learning strategy plans.
- Work with relevant personnel and agencies, devise and develop Capability Building projects for field associates.
- Design local programmes to support local upskilling / reskilling training strategies.

### Essential Requirements:

- Experience in a learning role, preferably in commercial training.
- Passionate about new learning methodologies, curiosity.
- Experience in change management.
- Stakeholder management at all levels.
- Management of dashboards and KPI's, analytical capability.

- Management of Learning Platforms (LMS).

**Desired Industries: Pharmaceutical, FMCG, Retail, Consulting**

**Education: University Degree**

**Languages:**

- Spanish
- English

**Benefits and Rewards:**

Company Pension Plan, Life and Accidental Insurance, Meals Allowance or Canteen in the office, Flexible working hours. Read our handbook to learn about all the ways we'll help you thrive personally and professionally: [Novartis Life Handbook](#)

**Commitment to Diversity and Inclusion / EEO**

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

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

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Division

International

Business Unit

Innovative Medicines

Location

Spain

Site

Barcelona Gran Vía

Company / Legal Entity

ES19 (FCRS = ES006) Mizar Farmacéutica, S.L.

Functional Area

Sales

Job Type

Full time

Employment Type

Regular

Shift Work

No

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