

Manager, Implementation Planning & Experience Design

Job ID

REQ-10059264

Jan 26, 2026

LOC_IE

About the Role

Key Responsibilities

- Lead strategic change planning to align transformation initiatives with business goals and timelines
- Design and deliver engaging associate experiences that support adoption and learning
- Conduct impact assessments and stakeholder analyses to tailor change strategies
- Collaborate with cross-functional teams to embed experience design into change efforts
- Develop feedback loops and analytics to measure and improve experience outcomes
- Advise leaders and project teams on best practices in change and experience design
- Facilitate workshops to co-create solutions that address business and user needs
- Ensure compliance with internal standards across all planning and design activities

Essential Requirements

- Proven experience in change management, project planning, or service design within large organizations
- Strong ability to design associate-centric experiences that support transformation and engagement
- Excellent communication and stakeholder management skills across diverse teams
- Proficiency in using data, feedback, and analytics to inform planning and measure outcomes
- Creative problem-solving mindset with a passion for innovation and continuous improvement
- Familiarity with experience design principles and their application in organizational change
- Fluency in English, both written and spoken

Desirable Requirements

- Certification in change management or design thinking methodologies
- Experience working with advertising agencies or in a global corporate environment

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.

Role Requirements

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: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_IU

Business Unit

Marketing

Location

LOC_IE
Site
Dublin (NOCC)
Company / Legal Entity
IE02 (FCRS = IE002) Novartis Ireland Ltd
Functional Area
FCT_MM
Job Type
Full time
Employment Type
Regular
Shift Work
No
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