

Director, Field Capabilities

Job ID

REQ-10070489

Apr 14, 2026

LOC_ES

About the Role

Key Responsibilities:

- Define and own the international field capability strategy aligned with Therapeutic Area priorities and execution standards.
- Establish global capability standards for field roles and leadership levels across international markets.
- Govern the end-to-end capability lifecycle from skills assessment through learning delivery and impact measurement.
- Act as gatekeeper for international learning initiatives, ensuring consistency, quality, and compliant execution.
- Design and evolve integrated curricula covering selling excellence, coaching, and leadership capabilities.
- Co-create selling excellence programs with Therapeutic Areas, markets, and field excellence partners.
- Strengthen first-line manager coaching impact and second-line manager leadership capability with People and Organization teams.
- Enable data-driven identification of capability gaps using analytics, digital tools, and performance insights.
- Drive adoption of future-ready field capabilities, including digital fluency and innovative learning approaches.
- Lead global change management to ensure sustainable adoption of capability frameworks, tools, and best practices.

Essential Requirements:

- Minimum 10 years' experience in healthcare or another regulated industry, including country and regional/global roles
- Prior sales and/or consulting or learning roles; direct field experience strongly preferred
- Proven track record in designing and implementing capability and learning programs with measurable impact
- Strong change management and stakeholder leadership capability
- Experience with modern learning modalities, LMS platforms, and analytics
- Solid understanding of CRM platforms, AI-enabled insights, and customer engagement strategy
- Strong project management skills and ability to operate independently in a matrix environment
- Senior stakeholder engagement experience across commercial, medical, analytics, and digital functions
- Strategic, agile, and resilient mindset with strong performance orientation

Role Requirements

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

Division

DIV_IM

Business Unit

General Management

Location

LOC_ES

Site

Barcelona Gran Vía
Company / Legal Entity
ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.
Alternative Location 1
LOC_IE
Alternative Location 2
LOC_GB
Functional Area
FCT_SA
Job Type
Full time
Employment Type
Regular
Shift Work
No
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