

BU Field Training & Development Head

Job ID
REQ-10035530
Jan 05, 2025
China

Summary

-Responsible for developing sales capability & the development and execution of training plans for assigned product areas and/or key product launches. Partner with and make recommendations to the Franchise leaders, Marketing and Sales teams in the development and implementation of comprehensive learning solutions. Mentors Product Trainers and facilitates the development of high potential sales representatives for future training roles. May lead the commercial training function and team within a smaller country.

About the Role

Job To Be Done

- Design and develop training content brand related, call flow aligned with 6 IBs call model by digital and AI tool.
- Collaborate with field leadership to pull-through sales model competencies. Support the FF (MR, DM, AM) development needs, facilitate competency assessment in promotion process.
- Design a leading learning solution by TA needs and optimize solution by data
- Online learning content and assessment tool design leverage the latest digital technologies (AI, Machine Learning, Virtual training solutions, etc)
- Lead the digital transformation on training solutions, to develop new ways of training, enhancing training efficiency and effectiveness, with quantitative evaluation on the capability improvement.
- Partner with X-function to develop and integrate training resources which reinforce and strengthen adherence to relevant processes and procedures.
- Ensure all materials (live, online, testing, etc) are approved & compliant consistent with Novartis policies

Minimum requirements

- More than 10 years' experience in Field Training area, better to have senior sales management experience or marketing experience. MBA is a plus.
- Capable of developing digital learning solutions, have a good understanding of the latest digital technologies such as AI, NLP, machine learning, and their application in training area.
- Strong communication and influencing skills with win-win mindset in driving cross function initiatives.
- Curious about new things, customer focused, and agile to change.

Leadership Expectation:

- At least 5 years' experience of leading mid-large team (at least 5 people size) in top10 MNC
- At least 3 years' experience as 1st line manager
- Proven record of talent development

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

<https://www.novartis.com/about/strategy/people-and-culture>

You'll Receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

Commitment to Diversity and Inclusion / EEO:

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

Accessibility and Accommodation:

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to diversityandincl.china@novartis.com and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>. You can follow us via Novartis Group Recruitment WeChat Official Account and Novartis Group WeChat Video Account.

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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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>

Division

International

Business Unit

Innovative Medicines

Location

China
Site
Shanghai (Shanghai)
Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd
Functional Area
Sales
Job Type
Full time
Employment Type
Regular
Shift Work
No
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