

Gerente de Treinamento Jr.

Job ID
REQ-10043673
Mar 14, 2025
Brazil

Summary

Has primary responsibility for the sales training strategy and sales training activities to reinforce business strategy. Ensure continuous improvement of capabilities through systematic training's by assessing capability level/brand knowledge across the sales teams. Identify training needs and monitoring KPIs and sales force improvement.

About the Role

Major accountabilities:

- Develop and implement training programs;
- Diagnose training needs and create personalized solutions through different learning methodologies;
- Work closely to the Band Teams to deliver training solutions that impact the business;
- Be recognized as a partner for development and coach teams focused on develop themselves;
- Leverage available Global/Regional contents aligned with local business/areas needs to have a broad and tailor-made development program;
- Work in partnership with global and regional training teams;
- Ensure T&D programs are evaluate properly and generate data insights for continuous improvement;
- Ensure data analytics can generate impact on the business, going deeper not only on quantitative but qualitative data.

Minimum Requirements:

- Strong foundation and experience in designing, implementing, and evaluating training programs;
- Project management skills;
- Strategic vision, communication and accountability;
- Ability to work with data and KPIs;
- Advanced in English.

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>

You'll receive: Competitive salary, annual bonus, life insurance, home office policy (home office 2x a week), retirement and wellbeing plans, flexible working arrangements, birthday day-off, parental leave, subsidized dining facilities, health insurance, employee recognition platform, Gympass, employee resource groups and virtual self-development tools.

If you want to learn more about our benefits, you can access the Novartis Life Handbook:

<https://www.novartis.com/careers/benefits-rewards>

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

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 Careers:

<https://www.novartis.com/careers>

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

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>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up:

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

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

Brazil

Site

Santo Amaro

Company / Legal Entity

BR03 (FCRS = BR003) NOVARTIS BIOCIENCIAS S.A

Functional Area

Sales

Job Type

Full time

Employment Type

Regular

Shift Work

No

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