

Medical Field Trainer

Job ID
REQ-10027086

11月 12, 2024

Japan

摘要

MSLのインパクトフルコミュニケーション実現に向けたCapability向上プログラム実施を主な責務とする。特に、顧客に対して効果的にActionable insightの創出、顧客の行動変容を促すことが実現できるよう、コミュニケーション上の課題を特定し、スキル向上に向けたトレーニングプログラムを企画・実行する。また、MSLのGroup managerに対しても、より効果的なコーチングの活用により、MSLの訪問の質が向上するよう、MSL-Group Manager: MSL-GMに対してコーチングスキルのCapabilityの向上をはかる。

About the Role

Major Accountabilities

- MSLの現状の顧客に対するコミュニケーションスキルをアセスメントし、Field OJTやロールプレイなどの実践的なトレーニングを企画実行し、ノバルティスで使用しているコミュニケーションスキルのフレームの定着及びレベルアップをはかる

- MSL GMのコーチングスキルをアセスメントし、その課題についてTeachingやcoachingをしながら、GMがMSLに対して、自信をもってコーチングできるようプログラムを企画立案、実行していく。
- MSL GMに対するコーチング研修とMSLに対するコミュニケーションスキル研修を連動させ、包括的な研修を企画実行する。
- 現状をアセスメントし、Medical Affairsの主要なステークホルダーの期待レベルとのギャップを正確に把握する。
- 現状レベルと期待レベルのギャップ評価に基づき、短期および長期のトレーニング計画をすすめる。また実施に際しては、
- 全てのトレーニングにおいて、その実施方法、評価、評価の測定方法、パフォーマンスや報告については、標準化された方法を確認し、展開する。

Key Performance Indicators

- Upskill of Medical capabilities (MSL GM coaching skill, MSL impactful communication skills)

Background:

Education

- Bachelor ' s degree

Languages

- Japanese, Intermediary English, Desire to learn English now.

Experience/Professional requirement

- People assessment and gap analysis experienced
- At least 3 years' experience in training role in a pharmaceutical industry
- Proficient or partially licensed in SLII Coaching, selling skill.
- Experience of successfully working with and influencing senior leaders.
- At least 2years of people management experience (referred)

Competency

- Good communication skill
- Presentation, facilitation and coaching skill.
- Project management skill
- Logical thinking skill

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部门

International

Business Unit

Innovative Medicines

地点

Japan

站点

Toranomon (NPKK Head Office)

Company / Legal Entity

JP05 (FCRS = JP005) Novartis Pharma K.K.

Functional Area

Research & Development

Job Type

Full time

Employment Type

Regular

Shift Work

No

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