

## BU Field Training & Development Head

Job ID  
REQ-10035530

1月 05, 2025

China

### 摘要

-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>

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#### 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:

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Business Unit  
Innovative Medicines

地点  
China

站点  
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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