Capability Building Manager - Area

Job ID
REQ-10090556

十月 21, 2026

China

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摘要

A la responsabilit é principale de la strat é gie de formation à la vente et des activit é s de formation à la vente pour renforcer les objectifs et les normes au sein des é quipes existantes et soutenir la mise en œuvre des programmes, produits et structures existants et nouveaux. Assurer une am é lioration continue des moyens de vente et de l'impact des appels par des formations continues en é valuant le niveau de capacit é /la connaissance de la marque dans les é quipes de vente. D é velopper une é quipe de vente efficace par la formation et le coaching ou la gestion de programmes commerciaux cl é s

About the Role

Major Accountabilities

~D é velopper et mettre en œuvre des programmes de formation pour les vendeurs d é butants et exp é riment é s, comprenant techniques de vente, pr é sentations et les informations sur les projets et les de produits et de jeu de r ô le.
~Offrir du mat é riel et un soutien au d é veloppement aux commerciaux pour les expos é s lors des reunions clients. É laborer et fournir une formation dans les domaines requis pour soutenir les ventes
~É laborer, avec la formation de coll è gues, les programmes de base nationaux et les correctives strat é giques et op é rationnels.
~G é rer le budget de formation. Analyser et r é pondre activement aux rep è res et diagnostics internes / externes; pour r é pondre activement aux commentaires des clients, des employ é s et des performances
~Communiquer les correctives, l' é valuation et les r é alisations au chef de la formation des ventes, à l' é quipe de direction des ventes et à l' é quipe de marketing.
~Travailler avec le personnel et les agences concern é s, é laborer et concevoir les kits de formation au lancement de produits pour les vendeurs Mettre en œuvre des programmes d'apprentissage r é ussis pour doter les repr é sentants d'outils pour lancer des produits aux normes Novartis.
~D é velopper le contenu des publications p é dagogiques et des magazines de Business Unit capturant les r é alisations et les succ è s des é quipes.
~É laborer et d é ployer des unit é s de t é l é apprentissage qui favorisent la participation des é quipes de vente en utilisant d'autres plateformes de formation comme e-learning, la vid é oconf é rence et la t é l é conf é rence
~D é claration des plaintes techniques / é v é nements ind é sirables / sc é narios de cas particuliers li é s aux produits Novartis dans les 24 heures suivant leur r é ception
~Distribution d ' é chantillons de commercialisation (le cas é ch é ant)

Key Performance Indicators

~Am é lioration de la capacit é de vente national
~Formation r é elle vs plan de formation

Work Experience

Exp é rience professionnelle dans l'industrie pharmaceutique

Skills

Partenariat d'affaires
CAO (Conception Assist é e par Ordinateur)
Coaching
Exigences du client
Service client
Formation en ligne
Ventes sur le terrain
Ressources humaines (RH)
Installations (programmes informatiques)
Physique
É tablissement de relations
Ventes
Formations à la vente
Sdm
Comp é tences de vente

Programmes de formation

Language

Anglais

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

Benefits and Rewards: Learn about all the ways we ' ll help you thrive personally and professionally. Read our handbook (PDF 30 MB)

部门
International

Business Unit
Sales

地点
China

站点
Guangzhou (Guangdong Province)

Company / Legal Entity
CN06 (FCRS = CN006) Beijing Novartis Pharma Co., Ltd

Functional Area
Sales

Job Type
Full time

Employment Type
CDI

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId: "kalturaplayer6ae8dba45805e985019925", provider: { widgetId: "10m7rm1pm", partnerId: "2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop: false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu: false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [{ presets: ['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get: kPlayer.ui.components.Remove }] } }; // Check and add plugins only if they exist if (kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if (kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default: bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default: alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled: false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) { config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; } config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation = { position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if (kPlayer.plugins["hotspots"]) { config.plugins['playkit-js-hotspots'] = { disable: true }; } if (kPlayer.plugins["moderation"]) { config.plugins['playkit-js-moderation'] = { disable: true }; } if (kPlayer.plugins["info"]) { config.plugins['playkit-js-info'] = { disable: true }; } if (kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if (kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {}; config.plugins.googleTagManager.customEventsTracking = {}; config.plugins.googleTagManager.containerId = 'GTM-57RJQ5'; config.plugins.googleTagManager.customEventsTracking.custom = []; config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents: false, playlistEvents: false, castEvents: false } }; }

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