

Field Capability Building Manager

Job ID
REQ-10075818

4月 14, 2026

Mexico

摘要

Build, deploy and continuously strengthen field force capabilities by delivering globally aligned and industry leading training focused on selling skills, execution excellence, customer engagement and adoption of global tools, ensuring consistent, compliant and high impact performance across the sales organization.

This role is fully focused on training the field force, translating global learning programs into practical, skill based experiences that accelerate time to productivity and drive commercial results.

About the Role

Major Accountabilities

Field Capability Training & Deployment

- Deploy and localize global field capability curricula (e.g. selling skills, customer engagement models, omnichannel execution, CRM excellence, Rep of the Future).
- Design and deliver training programs for sales representatives, first line managers and field leadership, aligned with global standards and country priorities.
- Ensure training focuses on practical skill application, behavior change and execution excellence in the field.

Training Execution & Delivery

- Lead classroom, virtual and blended learning experiences for the field force.
- Support training execution for cycle meetings, launches and key commercial milestones.
- Partner with Field Leadership to reinforce learning through coaching tools, reinforcement plans and on the job application.

Capability Excellence & Governance

- Ensure all field training aligns with global capability frameworks, governance standards and compliance requirements.
- Measure training effectiveness through post training adoption, skill lift and performance indicators.
- Share best practices and success stories across teams and regions.

Tools, Systems & Adoption

- Partner with CRM and field systems owners to support training and adoption of global tools and platforms.
- Enable high usage and proficiency of sales technologies and digital engagement tools.

Stakeholder & Vendor Management

- Collaborate with Sales, Marketing, Medical and P&O/T&D teams to align capability priorities.
- Manage external training vendors for field capability programs, ensuring quality, consistency and budget adherence.

Key Performance Indicators (Examples)

- % of field force completing priority capability programs on time
- Post training proficiency lift vs. baseline

- Adoption and usage of field tools within 60 days
- Training effectiveness scores and field leadership feedback

Ideal Background

- Minimum 3-5 years of total experience
- Experience in Sales Excellence, Commercial Capability or Field Training in life sciences or regulated industries
- Sales Representative experience is desired.
- Strong understanding of sales force effectiveness and field execution models
- Experience delivering large scale training programs with measurable impact
- Fluent English

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部门

International

Business Unit

Marketing

地点

Mexico

站点
INSURGENTES

Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmac é utica S.A. de C.V.

Functional Area
Sales

Job Type
Full time

Employment Type
Regular

Shift Work
No

```
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sources: { options: {}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true,
showSpeedMenu: false }, css : "/modules/custom/arcticnckalturaaddon/css/kalturavideo.css",
components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets: ['Playback',
'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
KalturaPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
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(KalturaPlayer.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:
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kalturaPlayerVideos = []; kalturaPlayerVideos.push(kalturaPlayer); } // Load the Player for other  
media. kalturaPlayer.loadMedia({entryId: "1_dgfvmafo"}); } catch (e) { console.error(e.message) }
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