Sr. Capability Building Manager - Derm

Job ID
REQ-10092990

十一月 18, 2026

China

可用于: 中文 | Deutsch | English | Espa ñ o | Fran ç ais | Italiano | 日本語 | Nederlands | P y c c к и й Sloven š č ina T ü rk

摘要

主要负责销售培训策略和销售培训活动，以加强现有团队的目标和标准，并支持现存和新型方案、产品和结构的落实。通过评估销售团队的能力水平/品牌知识，进行系统培训以确保销售能力和客户拜访影响的持续改进。通过培训和指导或管理主要的商业计划开发优秀的销售团队

About the Role

Major Accountabilities

~为入门级和有经验的销售人员制定和实施培训计划，包括销售技巧、产品展示、项目和产品应用信息以及职责履行。
~为销售团队提供材料和开发支持，以便在销售会议上进行展示。

根据销售计划的需要，设计并提供领域内培训
-通过人员培训，制定国家核心计划、战略和业务方案。
-管理培训预算。分析并积极响应内部/外部基准和诊断学；积极响应客户、员工和绩效反馈
-向销售培训主管、高级销售管理团队和营销团队传达方案、评估和业绩。
-与相关人员和机构进行合作，为销售人员设计和开发产品发布培训体系。
实施成功的学习计划，为代表推出符合Novartis标准的产品提供工具。
-开发学习出版物和业务部门杂志的内容，捕捉团队的成就和成功。
-开发和实施远程学习模块，鼓励销售团队使用其他学习平台如电子学习、视频会议和电话会议参与远程学习
-收到后 24 小时内报告与诺华产品相关的技术投诉/不良事件/特殊情况
-营销样本的分发适用）

Key Performance Indicators

-提高全国销售能力
实际训练vs训练计划

Work Experience

在制药行业的工作经验

Skills

业务合作
CAD计算机辅助设计）
辅导
客户需求
顾客服务
在线学习
现场销售
人力资源 HR）
安装计算机程序）
物理
建立关系
销售
销售培训
标清
销售技巧
培训项目

Language

英语

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
Shanghai (Shanghai)

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

Functional Area
Sales

Job Type
Full time

Employment Type
正式

Shift Work
No

var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:

"kalturaplayer6afd8ccd7e69b894836625", provider: { widgetId: "1_0m7rm1pm", 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 } }; }

// Ensure the global player registry array always exists, regardless of embed type. window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise = thumbnailEmbed({config, mediaInfo: {entryId: "1_dgfvmafo"}}); // thumbnailEmbed() returns a Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to capture the player directly. thumbEmbedPromise .then(function(player) { window.kalturaPlayerVideos.push(player); // Notify kaltura_datalayer.js that a new player is ready so it can // attach custom event listeners immediately, regardless of when // the user clicked the thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', { detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) { console.error(e.message) }

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程的任何 环 节 需要合理便利 设 施 或者 为 了履行 职 位的基本 职 能 请发 送 电 子 邮 件至 diversityandincl.china@novartis.com 告知您的需求和 联 系方式, 并在 邮 件中附上您的 职 位申 请编号。

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Apply to Job



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