

Sr Manager, Technical Training

Job ID: 00377617

Job Function

Application Development/ Programming

Schedule

Full-time

Location

United States-California
Oceanside

Job type

Regular Employee

Company/Division

Pharmaceutical

Job Level

Manager with Direct Reports

Who We Are

At the Roche Group, about 80,000 people across 150 countries are pushing back the frontiers of healthcare. Working together, we've become one of the world's leading research-focused healthcare groups. A member of the Roche Group, Genentech has been at the forefront of the biotechnology industry for more than 30 years, using human genetic information to develop novel medicines for serious and life-threatening diseases. The headquarters for Roche pharmaceutical operations in the United States, Genentech has multiple therapies on the market for cancer and other serious illnesses. Please take this opportunity to learn about Genentech, where we believe that our employees are our most important asset and are dedicated to remaining a great place to work.

The Position

Essential

- Responsible for training staff members and employees in the areas of cGMP Training, technical skills, safety, Performance and Best Practices. Responsible for Training Logistics and the Strategic development of organization's technical capability .
- Manages internal technical and compliance issues.
- Manages internal review of all training programs, policies, and practices to ensure compliance
- Coaches the management team to develop and implement viable operational processes that are robust and scalable.
- Ensures training and performance improvement programs are effective and utilizes constrained resources efficiently.
- Prepares and is proactive in overseeing compliance internally to ensure compliance with FDA and EU regulations.
- Oversees GMP training records and inspection preparation efforts, represents training as a quality system to regulatory agencies.
- Remains current in industry and sector best practices and approaches.
- Provides input and oversight of the budget for Training/Instructional design programs and third party delivery of training programs.
- Assists in selecting and overseeing the work of training consultants, contractors, and vendors
- Promotes a safety culture that support continuous improvement in the EHS management

system through active communication and functional area participation in site safety teams ensuring the safe and efficient operation of assigned functional areas and activities. Fosters a positive safety culture in which no one gets hurt.

Who You Are

Education and Experience

- Bachelor's degree in Scientific or Technical discipline, an advanced degree in an education or training related area is preferred.
- 8 - 10 years of experience in designing and implementing training programs and initiatives from needs assessment through delivery.
- Minimum of 5 years management experience.

Knowledge, Skills and Abilities

- Strong quality orientation with a desire to deliver service excellence.
- Proven track record of overseeing the implementation of complex cross-disciplinary, cross-department training initiatives.
- Demonstrated ability to manage a departmental budget.
- Must work well in a collaborative team environment and communicate effectively with all levels of the organization.
- Strong influence and interpersonal skills, with the ability to work well with others in a proactive, positive, and constructive manner.
- Excellent written and verbal communication skills. Strong knowledge of manufacturing, cGMP's and compliance required.
- Must possess knowledge of cGMP regulations and their application to manufacturing operations for drugs and biologics.
- Understand other regulations, such as device, and international regulations as necessary.
- Must understand adult learning theory and individual learning styles and be able to incorporate this knowledge into proposed performance improvement initiatives.
- Proven leader with a positive attitude.
- Can orchestrate multiple activities at once to accomplish a goal.
- Has good judgment about which solutions and ideas will work.
- Builds and maintains constructive and effective relationships with internal and external customers, peers and team members.
- Can effectively influence, and work comfortably across all levels of the organization.
- Inspires trust and respect.
- Regularly reviews performance and holds timely discussions.
- Is able to write and present clearly and succinctly in a variety of settings and styles.
- Can get messages across that have the desired effect.
- Is effective in a variety of formal and informal presentation settings.
- Commands attention and can manage group processes.
- Can change tactics midstream when something isn't working.
- Crafts approaches that are seen as positive and appropriate.
- Produces work that is of high quality with little waste or redone work.
- Consistently meets and exceeds the expectations and requirements of internal and external customers, peers, and team members.
- Provides value-added, accurate and timely information and analysis.
- Uses rigorous logic and methods to solve difficult problems with effective solutions.
- Can see hidden problems and probes for answers.
- Serves as a model of resourcefulness and value-added creativity.
- Establishes operational objectives and assignments and delegates assignments to subordinate staff.
- Provides guidance to staff based on organizational goals and company policy.
- Management reviews work on a periodic basis to measure meeting of objectives.

- Recommends and may establish changes to policies which effect area of responsibility.
- Manages a team working on a diverse scope of complex problems and initiatives.
- Makes independent decisions having impact business unit operations, activities and project schedules.
- Participates in defining the business unit objectives, timelines, budgets, human resources matters and allocation of resources.
- Frequent interaction with senior level management and external representatives concerning business unit operations, scheduling of projects or contracts.
- Conducts meetings regarding business unit operations with staff members and management.
- Accomplishes results through professional individual contributors and may have responsibility for other supervisory level individuals.
- Responsible for staffing and development of direct reports.
- Has budget responsibility.

Genentech is an Equal Opportunity Employer.