

Sr. / Training Manager - Medical Affairs / Thought Leader Services

Job ID: 00412888

Job Function

Marketing & Sales Training & Development

Schedule

Full-time

Location

United States-California
South San Francisco

Job type

Regular Employee

Company/Division

Pharmaceutical

Job Level

Experienced

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

Sr./Training Manager - Medical Affairs / Thought Leader Services

The position of the Sr./Training Manager - Medical Affairs / Thought Leader Services will be accountable for planning, developing, facilitating, and evaluating training education programs for the Medical Partners Team which serves both U.S. Medical Affairs (gMed) and the Thought Leader Services-Commercial Compliance Operations (TLS-CCO) group. The focus of the work is to design, develop, and deliver high-quality and high-impact learning products, programs, and services that provide the functional knowledge needed by our partner clients to achieve a high level of performance in their jobs.

Major Responsibilities

- * Design, develop, analyze, and evaluate training strategy and solutions, including interactive instructor-led courses, self-instruction, online learning, job aids, and other performance-based solutions
- * Facilitate and deliver training courses, as needed
- * Market programs to ensure awareness and proper utilization, develop and execute internal communications plans
- * Edit training materials for formatting, flow, readability, and educational effectiveness
- * Create metrics and assess impact of training programs
- * Provide Onboarding to new employees, orienting them to the gMed and TLS-CCO

organizations, functions, and roles as appropriate

- * Develop a deep understanding of critical cross-functional training needs
- * Collaborate with Commercial Training & Development (CT&D), gMed, and TLS-CCO decision makers to identify and engage appropriate stakeholders to achieve project objectives
- * Able to build strong partnerships internal to the team, to CT&D colleagues, and external to the partner client groups
- * Partner with departments, subject matter experts, and key stakeholders to identify training needs and develop/improve functional area training solutions, focusing on performance-based activities and tools
- * Track and report project progress via a variety of communication vehicles including PowerPoint presentations, and print and electronic media
- * Lead or participate in projects designed to improve training and learning throughout Commercial, applying standards, performing needs assessments and evaluations, as appropriate
- * Identify external vendors and internal resources for training programs and consolidate purchasing of training resources, where applicable, to ensure maximum discounts
- * Participate in project teams and committees, as appropriate
- * Continuously improve learning and development experiences by integrating new concepts, methods, approaches, technologies, and content

Who You Are

Required Qualifications, Core Competencies, and Experience:

- * BS/BA in science, nursing or training related area. Advanced degree (e.g., MD, PharmD, PhD, MBA, or MA/MS) highly desired.
- * 8 or more years of pharma, bio-tech, or scientific/medical experience
- * Field experience preferred (MSL/TLL)
- * High competency in the following areas: priority setting/triage, negotiation/influencing without authority, strategic/organizational agility, planning/strategic ability, process and project oriented, verbal and written communication, effective decision making, results oriented, team participation, time management, ability to work under pressure and with tight deadlines
- * Clear understanding of adult learning theory, principles of communication and training delivery methods
- * Demonstrated ability to collaborate and negotiate business solutions in a complex and fast-paced matrix environment
- * Excellent written and oral communication skills, with a proven ability to communicate effectively with senior level executives
- * Excellent organizational and analytical skills, with a proven ability to prioritize and manage multiple projects
- * Strong meeting management and group process facilitation skills, with ability to structure small- and large-group meetings to achieve pre-defined objectives
- * Experience utilizing technology to deliver information in innovative ways
- * Ability to work productively and efficiently in fast-paced, deadline-oriented environment
- * Strong customer service orientation
- * Capable of seeing the big picture and determining long-range planning
- * Ability to work independently and as part of a team, with demonstrated strong interpersonal skills and ability to build effective working relationships throughout all levels of the

organization

Genentech is an Equal Opportunity Employer.