

Sr. Manager, Commercial Training & Development - Oral Oncolytics

Job ID: 00414333

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

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

The general purpose of the Senior Manager, Commercial Training & Development role is to help structure and directly manage the development and implementation of appropriate and aligned learning & development in support of assigned functions across Commercial Operations. As such, the Senior Manager, Commercial Training & Development manages a team of assigned trainers, and/or instructional designers and other project-based or administrative staff, and does so to ensure the assigned team meets or exceeds their goals and objectives.

The Senior Manager, Commercial Training & Development may be assigned core sales, product knowledge, marketing, or other core Commercial Operations functional skills development curricula in support of assigned Commercial Operations functions, or he/she may be alternatively assigned core aspects of a Commercial Operations-wide development segment such as cross-functional leadership or management development. Incumbents in the Manager/Senior Manager, Commercial Training & Development role, as all other employees, are fully accountable for compliance with all laws, regulations and policies that govern the conduct of Genentech activities.

As a manager of others, the Senior Manager, Commercial Training & Development is not

only accountable for his/her own compliance, but also for the compliance of all individuals in his/her team. As such, leads the way and leads by example by demonstrating full knowledge and commitment to all applicable policies. Monitors adherence to company policies and guidelines and acts according to established procedures to ensure all issues are addressed and resolved as required.

MAJOR RESPONSIBILITIES ¿

- * Has a thorough understanding of the applications and benefits of Genentech's products.
- * Determines the most effective approach to meet product learning needs of the business. Applies instructional design principles and adult learning principles to enhance content delivery.
- * Performs detailed needs assessments in coordination with Brand Sales and Clinical Trainers.
- * Translates business needs to training products and programs.
- * Establishes goals and learning objectives to design appropriate and effective curriculum by leveraging adult learning principles.
- * Researches the issues and leverages resources (internal and external) to support the learning objectives in designing and creating training programs and products
- * Oversees the preparation of training products and programs such as classes, workshops, learning modules, e-modules, and other job aids and materials for distribution to CT&D partners and program participants.
- * Skilled at group facilitation and group learning exercises.
- * Implements learning and development programs based on needs assessed.
- * Designs and implements metrics to measure training programs and training impact, effectiveness, appropriateness, and utility.
- * Filters and distributes educational resources to CT&D partners and other appropriate audiences while remaining contentions of legal and regulatory parameters.
- * Collaborates with all CT&D partners: Sales, Marketing, Development, Medical Communications, Clinical, Legal, Regulatory, Library Services, etc. to ensure training needs are met.
- * Collaborates within CT&D to ensure consistency, avoid redundancy and thereby enhance

training programs.

Who You Are

REQUIRED QUALIFICATIONS, CORE COMPETENCIES, AND EXPERIENCE

- * Bachelors Degree
- * Advanced degree preferred (MSN, Pharm D, PhD, MBA)
- * Average of 5 or more years work experience
- * A minimum of 3 years previous field or product marketing experience in the pharmaceutical, biotech, or other related industry
- * 2 years of Oncology sales or account management experience, preferred
- * 3 or more years experience developing and delivering training in the area of Oncology preferred
- * A minimum of 1 year previous management experience, and experience leading and building a team (preferred)
- * An average of 2 or more years previous sales or related training design or facilitation in the pharmaceutical, biotech, or other related industry
- * Previous experience in meeting or exceeding assigned financial or other qualitative targets, goals, objectives and/or other metrics
- * Business travel, by air or car, is required for regular internal and external meetings

ABILITIES:

- * Impeccable ethics and integrity
- * Ability, comfort & commitment in/to operating in a highly regulated environment and industry, which requires understanding of the imperative for compliance with company policies, procedures and other relevant internal or external laws, regulations and the like
- * Aptitude and interest in Clinical Oncology
- * Has demonstrable ability to manage larger-scale training & development plans, activities and teams
- * Outstanding knowledge of applicable learning & development methodologies, to include adult learning models, training & development evaluation methodologies and the like
- * Can lead, develop & motivate others
- * Can help to organize & prioritize the work of others; as such, has exceptional personal organizational & time management skills
- * Superior influencing and professional presentation skills; demonstrable abilities to develop ever-increasing such skills/abilities in others
- * Has an outstanding grasp of the pharma/biotech industry, Genentech's overall business

model, specific brand positioning, and the associative surrounding marketplace

- * Strong strategic & analytical skills; demonstrable abilities to create aligned learning & development curricula in direct support of business strategies and targets
- * Strong financial acumen capable of managing larger-scale resources & budgets in a highly effective and efficient manner, while ensuring learning & development support creates the appropriate ROI
- * Strong negotiation skills capable of ensuring best terms for Genentech
- * Outstanding partnering skills; has exceptionally strong and highly effective working relationships with internal & external partners/stakeholders
- * A history of success and learning from failures to garner future success

Genentech is an Equal Opportunity Employer.