

Manager/Sr. Manager, Commercial Training & Development - Rheumatology

Job ID: 00414529

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

Manager/Sr. Manager, Commercial Training & Development - Rheumatology

The Rheumatology Manager/Senior Manager in Commercial Training & Development (CT&D) is accountable for managing and leading a team of 5 Actemra and Rituxan trainers and support staff who develop and implement a learning & development curricula which supports CT&D, brand, and sales objectives. Managers/Senior Managers in Commercial Training & Development are accountable for ensuring the assigned team meets or exceeds their goals and objectives and maintains alignment and coordination with department and functional stakeholders. Key competencies include: building and leading teams, strategic agility, communication, and collaboration. Rheumatology, training, and sales experience preferred.

Example Duties and Responsibilities:

- Assesses existing learning & development curricula and offerings and compare/contrast with immediate-, medium- and longer-term business needs, strategic goals, other targets and anticipated results
- Works with others to build appropriate and aligned annual or longer-range learning & development plans that will support business partners and other stakeholders in

Commercial Operations in achieving their strategic and operating goals, targets and anticipated results. May develop, manage or individually undertake a detailed needs analysis/data gathering process/project for key learning & development content/topics/subject matter; enabling self, team, department and overall function with detailed partner/stakeholder input

- Works with others to conduct internal business partner/stakeholder reviews of learning & development plans, specific programs and/or other activities; ensuring up-front internal client input into the shaping and ultimate development of aligned learning/development support
- Works with others to develop and implement an aligned learning & development communication strategy/plan/activities to ensure internal partners/stakeholders are fully updated and aware of all assigned learning & development programs and other offerings
- Periodically, as and when needed/requested or appropriate, delivers internal presentations to fully communicate team's offerings and support strategies
- Works with others to identify, recommend, and where appropriate/approved, implement new, creative, innovative learning & development offerings, techniques or other
- Works with manager and peers, and oversees team in such a way as to, continuously assess and evaluate learning & development plans and activities to ensure continuous, strategic alignment to meet or exceed internal business partner and other stakeholder needs and objectives
- Consistently monitors and supports team's work and associated work output. Regularly coaches, advises and gives further direction to help team members fine-tune and hone their work to meet or exceed assigned goals and objectives
- Ensures self and team members, where and when appropriate, seek regular internal client or other partner/stakeholder input into in-development work; does so to ensure maximum alignment to internal client needs, objectives and goals
- Consistently oversees the execution/implementation of team's work to ensure timely and best quality output. Manages similarly with any applicable external partners; ensuring their work is on-time, on-target and within-budget to meet or exceed assigned goals, objectives and other expectations
- Hires, develops and oversees the work of direct reports
- Complies with all laws, regulations and policies that govern the conduct of Genentech activities

Who You Are

Candidates qualifying at the higher level of Senior Manager will normally demonstrate both the minimum and preferred selection criteria for the role, or beyond

Qualifications and Experience: unless stated as "preferred" or "a plus," all other criteria are required

- Bachelors Degree
- MBA or other related graduate-level degree is preferred
- Average of 5 or more years' work experience
- A minimum of 2 years' previous field or product marketing experience in the pharmaceutical, biotech, or other related industry; previous management experience is 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 business meetings

Genentech is an Equal Opportunity Employer.