



A Member Service of



**Associate Manager, Commercial Learning &
Development Field Training**
(Grade 28)

Additional position specific requirements include the following:

Position is based in Foster City, CA

Specific Job Requirements

Leads or participates in projects designed to improve training throughout the Commercial organization by ensuring the development and implementation of relevant training programs for the Field Sales organization and additional affiliated employees as needed. Additional responsibilities include training on product launches, new promotional campaigns, new hire training, Preceptorships and specific field sales needs. Partners with relevant internal departments, including sales (management, field sales, national accounts & regional trainers), commercial operations, medical information and legal.

The successful candidate must possess the ability to plan and manage instructional design projects and promote collaboration, partnerships and relationships among the participants in a design project. Assists in design of curriculums or programs and plan instructional methods and materials. Effectively prepares for instruction by conducting needs assessments, identifying targeted participant characteristics, and soliciting cross-functional feedback before finalizing design and strategy and will also evaluate instructional effectiveness by creating metrics and assessing impact of training programs. Help ensure readiness of the organization for training deployment, including identifying key stakeholders and determining their needs in advance in order to deliver high quality and effective programming. Associate Managers will analyze the characteristics of existing technologies and their use in an instructional design; partner with departments, subject matter experts and key stakeholders to identify training needs and improve training solutions and lead change initiative implementation. They will partner with key members of the Compliance teams to ensure compliance and maintain networks to advocate for and support the Training & Development function. Will monitor and maintain alignment with Commercial group's strategic training plan while balancing short-term and long-term business goals.

Knowledge

Should have experience working within a set budget. Incumbent will be required to communicate effectively in visual, oral and written presentation forms. Effectively manage a project from it's initiation to delivery, either as live training or as a deliverable. Offer solutions for bridging gaps between current organizational capabilities and needs. Required skills include clinical, product, compliance, work rules, sales force automation, and selling skills knowledge, used in tandem with solid project management skills. Must have the ability to focus on performance by establishing clear objectives for the training. Possess strong interpersonal communication skills; facilitation skills; problem solving, decision making and analytical skills.

Specific Education and Experience Requirements

Requires BS/BA degree with a concentration in Science, Education, Business or Marketing and a minimum of 5-7 years of relevant Sales and or Training experience – biotech or pharmaceutical fields preferred. MS or MBA degree is desirable.

Apply

Contact: Korene oda-Lindberg

korene.oda-lindberg@gilead.com

(650) 522-2973