

Capability Building Lead - Digital Solutions

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REQ-10083468
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Китай
Available in: English

Сводка

This role is responsible for designing and enabling digital-first capability building solutions for field teams, supporting the development of critical skills aligned with business priorities.

The position partners closely with field training, commercial, and functional stakeholders to co-create capability strategies and translate them into scalable digital learning solutions, leveraging data, technology, and modern learning approaches.

Acting as a bridge between capability needs and digital innovation, the role drives the evolution of learning from traditional training delivery to data-informed, personalized, and technology-enabled capability development.

The role contributes to shaping the overall digital capability building roadmap, while focusing on execution excellence, adoption, and measurable impact.

About the Role

Jobs to be Done:

1) Digital Capability Solutions

Translate business needs into scalable, digital-enabled learning solutions

Design and deliver blended learning experiences leveraging technology and modern learning approaches

Continuously improve learning effectiveness through innovation and emerging technologies

2) Capability Insights & Measurement

Establish capability assessment approaches to identify skill gaps and track progress

Leverage data and analytics to generate insights and guide capability priorities

Monitor learning effectiveness and business impact

3) Learning Technology & Ecosystem Enablement

Enable and optimize digital learning platforms and tools to support large-scale capability building

Partner with technology teams to integrate learning solutions into field workflows

Drive adoption and continuous optimization of learning technologies

4) Strategic Partnership & Program Execution

Partner with business and functional stakeholders to align capability initiatives with priorities

Support the development of digital capability building strategy

Drive effective rollout and adoption of key capability programs

Key Experience & Success Profile:

Experience

- Experience in capability building, learning & development, or field training within a commercial or field-based organization
- Proven experience in designing and implementing digital or technology-enabled learning solutions
- Experience in translating business needs into scalable capability initiatives, working across functions
- Exposure to data analytics or performance measurement in learning and capability development

- Strong understanding of modern learning approaches, including digital and blended learning
- Ability to leverage technology and emerging tools to enhance capability building
- Analytical mindset with ability to generate actionable insights from data
- Strong stakeholder management and communication skills
- Ability to balance strategic thinking with hands-on execution

Success Profile

- Delivers scalable and impactful capability solutions aligned with business priorities
- Drives adoption and engagement of digital learning initiatives
- Effectively bridges business needs and learning solutions
- Demonstrates strong learning agility and openness to new technologies

Languages:

- English
- Chinese

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