

Field Capability Building Manager

Job ID
REQ-10075818
апр 14, 2026
Мексика

Сводка

Build, deploy and continuously strengthen field force capabilities by delivering globally aligned and industry-leading training focused on selling skills, execution excellence, customer engagement and adoption of global tools, ensuring consistent, compliant and high-impact performance across the sales organization.

This role is fully focused on training the field force, translating global learning programs into practical, skill-based experiences that accelerate time-to-productivity and drive commercial results.

About the Role

Major Accountabilities

Field Capability Training & Deployment

- Deploy and localize **global field capability curricula** (e.g. selling skills, customer engagement models, omnichannel execution, CRM excellence, Rep of the Future).
- Design and deliver **training programs for sales representatives, first-line managers and field leadership**, aligned with global standards and country priorities.
- Ensure training focuses on **practical skill application**, behavior change and execution excellence in the field.

Training Execution & Delivery

- Lead **classroom, virtual and blended learning experiences** for the field force.
- Support training execution for **cycle meetings, launches and key commercial milestones**.
- Partner with Field Leadership to reinforce learning through **coaching tools, reinforcement plans and on-the-job application**.

Capability Excellence & Governance

- Ensure all field training aligns with **global capability frameworks, governance standards and compliance requirements**
- Measure training effectiveness through **post-training adoption, skill lift and performance indicators**
- Share best practices and success stories across teams and regions.

Tools, Systems & Adoption

- Partner with CRM and field systems owners to support **training and adoption of global tools and platforms**
- Enable high usage and proficiency of **sales technologies and digital engagement tools**

Stakeholder & Vendor Management

- Collaborate with Sales, Marketing, Medical and P&O/T&D teams to align capability priorities.
- Manage external training vendors for field capability programs, ensuring quality, consistency and budget adherence.

Key Performance Indicators (Examples)

- % of field force completing priority capability programs on time
- Post-training proficiency lift vs. baseline
- Adoption and usage of field tools within 60 days
- Training effectiveness scores and field leadership feedback

Ideal Background

- Minimum 3-5 years of total experience
- Experience in **Sales Excellence, Commercial Capability or Field Training** in life sciences or regulated industries
- Sales Representative experience is desired.
- Strong understanding of **sales force effectiveness and field execution models**
- Experience delivering large-scale training programs with measurable impact

- Fluent English

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Дивизион
International
Business Unit
Marketing
Место
Мексика
Сайт
INSURGENTES
Company / Legal Entity
MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.
Functional Area
Продажи
Job Type
Full time
Employment Type
Regular
Shift Work
No

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