

At Astellas, we believe that nurturing exceptional relationships with our employees delivers exceptional business results.

Everyone at Astellas has a responsibility for creating a brighter future for patients around the world. From the first moment, Astellas will inspire you to put this ethos into practice – with a positive, agile company culture and with well-defined ethical principles, values, and systems. Everything we do is led by our company values of integrity, being patient centric, taking ownership, delivering results, and communicating openly. These values are essential to Astellas' relationship with its employees and now is an exciting time to join us as we continue to evolve as a cutting-edge, value driven life sciences innovator.

Position: Field Force Training Expert – China

Department: Capabilities, Learning & Development

Line Manager: Chapter Lead, Field Force Training - China

Location: Shanghai/ Beijing

Purpose and Scope

The position is responsible for designing and delivering core product training courses in line with GCA and Business objectives. An essential component of the role is field implementation and follow-up of the core product training by working with individual representatives on field contacts. This position will also support other non-product training initiatives for managers and representatives. Significant interaction with brand team and field sales force, Regional Sales Directors and FLSMs to continually identify important and strategic training opportunities that will ultimately impact sales results and help the patients we serve.

Responsibilities and Accountabilities

- Your main responsibility is the design, preparation and facilitation of new hire training classes including home study, classroom and pull-through training activities.
- You play a critical role in the development and execution of sales training workshops at POA and

National Sales Meetings.

- You must have in-depth knowledge of the sales pieces, clinical studies, disease state, products, technology, business acumen and competition within your functional area of expertise.
- Your ability to effectively demonstrate selling techniques within the Astellas Sales Process is also a requirement.
- You must be versed on the current managed care position of your products.
- Understanding the Astellas Core Competencies and modeling these behaviors in an exemplary fashion is mandatory.
- You are required to coordinate and collaborate with multiple departments including but not limited to: Marketing, Medical Affairs, Legal, Regulatory, Compliance, BSM, Insights and Strategy and Human Resources.
- Field Sales is our main customer, and highly effective teamwork is required in our interactions with Sales Heads, RSDs, RSMs and Specialty Care MRs.
- Field contacts with representatives within your assigned geography are mandatory. You should ask for input on whom to ride with from the Sales Leaders in your assigned geography.

Required Qualifications

- Four-year college degree or equivalent required.
- Minimum of 5 years relevant work experience. This experience would be well balanced through training, mentoring and working with representatives as well as a demonstrated ability to interface well with all customer types.
- Fluent English
- Demonstrated knowledge of products, disease state, business acumen and selling skills related to division.
- Ability to travel (approximately 50% and will require some weekend travel).
- Must be computer literate and familiar with technology, data analytics tools and reports.
- Demonstrated previous sales training experience, proven presentation training and teaching skills.

Preferred Qualifications

- Experiences in MNC Experience in developing and coordinating new and existing sales training programs.

- Facilitated selling skills and/or product training programs at regional and/or national level.