

开发创新疗法是科学领域中最具挑战性、最重要和最有个人价值的领域之一。在我们追求将创新科学转化为患者价值的过程中，成为阿斯泰来的一员是一个令人兴奋的时刻！我们是一家拥有独特的合作和以患者为中心的文化的公司。

现对以下职位进行公开招聘，欢迎符合条件的同事投递简历或推荐外部候选人。

职位名称： Lead, China Value Delivery Leadership Development

部 门： CL&D

直线经理： Head, Customer Engagement Excellence Strategy & Operations

Collaboration

工作地点： Beijing

Purpose and Scope:

The Lead, China Value Delivery Leadership Development is part of the Capabilities, Learning and Development Team (CL&D) team within the broader Customer Engagement Excellence (CEE) team. CL&D is an integrated global group focused on supporting capabilities across VALUE Delivery, including Commercial (Sales/Marketing) and Medical Affairs, to enhance delivery and outcomes to the business, whilst prioritizing ethical decision making. This role is primarily focused the development of leadership within China' s Value Delivery Team. This role will partner with functional and business leaders to identify critical capabilities for various roles within China, assess teams' and

individuals' maturity in those capabilities, and develop and implement learning experience to grow team and individual capabilities. This role will collaborate with many Global and China teams and contribute holistically to China's Value Delivery organization meeting their annual objectives.

The Lead, China Value Delivery Leadership Development is an individual contributor role, responsible for driving both critical outcomes and regularly working with cross-functional teams to make a positive impact for China's Value Delivery team.

The individual in this role is a critical thought leader within their field of expertise for the organization and will advise Business Unit Heads on effective methods for assessing capabilities and incorporate adult learning principles into development programs.

Responsibilities and Accountabilities:

- Assesses current leadership capabilities of Value Delivery team members in China and leads the design and implementation of the Leadership Development and Skills Curriculum for Value Delivery team members in China.
- Through partnership with China and functional global leadership, identifies critical leadership capabilities across Value Delivery necessary to meet the company' s strategic and operational goals.
- Drives collaboration with all departments influencing the assigned training audience, including Human Resources, CL&S Sales Training team, and other cross-functional teams.
- Leads the implementation of learning continuums from initial to advanced training for all levels of leadership within the Value Delivery team in China, ensuring continuous refinements and updates.
- Utilizes Adult Learning Principles to execute effective blended learning solutions aligned with company' s needs and goals.
- Delivers training workshops independently and in collaboration with others to enhance skills and capabilities of China based team members.
- Implements effective measurement systems to evaluate and improve development solutions, delivering ongoing analyses on curriculum effectiveness to Senior and Executive leadership.

- Recruit, assess, and employ vendors and programs that enhance current curriculum and provide state-of-the-art learning solutions using multi-media formats and delivery.
- Ensures vendor contracts, purchase orders, and payments are managed in compliance with policies and effectively manages training budget.
- Routinely collaborates with senior leaders in China and represents CL&D to China leadership.

Required Qualifications:

- Bachelor's or Master's degree in a relevant field (e.g., Organizational Development, HR, Learning, Life Sciences)
- Minimum of 3-5 years of experience in Leadership Development
- Experienced Facilitator
- Growth Mindset
- Demonstrated success in Leadership Training
- Strategic thinking
- Ability to navigate complex business context.
- Demonstrated ability to develop talent and foster a culture of continuous learning and improvement.
- Previous experience in a working with cross-functional and global teams
- Bilingual, able to communicate with ease in Chinese as well as English

Preferred Qualifications:

- Familiarity with Learning Management Systems
- Familiarity with use of AI in Learning Systems
- Experience in Pharmaceutical
- Experience Working with Senior Leadership Teams

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