

Head of Training – Pharmaceutical – JHB

Description

WE ARE HIRING: 2025

HEAD OF TRAINING – PHARMACEUTICAL – JHB

**SALARY HIGHLY NEGOTIABLE DEPENDED ON CURRENT SALARY
(MEDICAL AID, PENSION FUND, 13th CHEQUE)**

MAIN PURPOSE OF JOB:

The Head of Training will spearhead the development and implementation of a comprehensive training academy aimed at enhancing sales excellence using the Challenger Sales Methodology, achieving world-class marketing, improving operational efficiencies, and fostering leadership within the organization. This role involves curriculum development, overseeing training delivery, measuring effectiveness, and ensuring continuous improvement to meet the company's strategic goals

KEY PERFORMANCE AREAS:

Strategic Development and Leadership:

Design and execute the strategic plan for the training academy in alignment with company objectives. Lead and develop the training team, fostering a culture of continuous learning and professional growth. Collaborate with department heads and stakeholders to identify training needs and ensure the curriculum meets current and future business requirements.

Curriculum Development and Implementation:

Oversee the development of a comprehensive, multi-tiered training curriculum focusing on sales excellence, marketing strategies, operational efficiencies, and leadership development.

Ensure the training content is relevant, up-to-date, and tailored to the pharmaceutical industry, incorporating best practices and innovative learning solutions.

Hiring organization

MJM Recruitment

Employment Type

Full-time

Beginning of employment

03.03.2025

Duration of employment

Full Time

Industry

Pharmaceutical

Job Location

Johannesburg

Date posted

January 24, 2025

Valid through

31.03.2025

Training Delivery and Facilitation:

Manage the delivery of training programs, ensuring they are executed to a high standard and meet learning objectives. Facilitate high-impact training sessions and workshops for various levels within the organization, including senior leadership.

Evaluation and Improvement:

Implement robust methods for evaluating training effectiveness, including participant feedback, assessment results, and business impact metrics. Continuously improve the training programs based on feedback and evolving business needs, ensuring the academy remains at the forefront of industry standards.

Stakeholder Management and Communication:

Maintain strong communication channels with all stakeholders, providing regular updates on training initiatives, progress, and outcomes. Foster positive relationships with external partners, including educational institutions and training providers.

Resource and Budget Management:

Manage the training budget effectively, ensuring resources are allocated efficiently to maximize return on investment. Oversee the selection and procurement of training materials, technologies, and external training services.

EDUCATION:

Bachelor's degree in Business, Education, Human Resources, or related field (Master's preferred).

EXPERIENCE:

Proven experience in a senior training role, preferably within the pharmaceutical industry.

Strong background in developing and implementing successful training programs, particularly in sales, marketing, and leadership development. Excellent knowledge of modern training techniques, tools, and best practices, including e-learning and blended learning approaches.

Experience in managing teams, budgets, and stakeholder relationships.

CONTACT: Mario Matthews from MJM Group (031) 572 3610/ Cell: 076 275 3765: Email: mario@mjmrecruitment.co.za