



## Job Description

Please fill in this form and save it as described in SOP 000151.

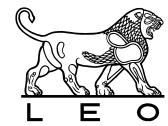
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Background information	
<b>Name of employee</b> (John Doe)	<b>LEO-id</b>
<b>Revised</b> (date and version)	August 2020
<b>Title</b> (E.g. Specialist, coordinator, project manager, Head of Department etc.)	Learning Partner
<b>Department name</b> (e.g. Patient Solutions Thrombosis)	Commercial Excellence
<b>Org. Unit ID (optional)</b> (e.g. 30030281)	
<b>Location</b> (Country/State/Provence/Region or City)	Office Based Horizon, Honey Lane, Hurley, SL6 6RJ, UK
<b>Job type</b> (e.g. Business Administration & Support, see Pulse for more info, <a href="#">here</a> )	Business Partner
<b>Job Level</b> (e.g. P3, see Pulse for more info, <a href="#">here</a> )	P4
<b>Immediate manager title</b> (Reports to e.g. Vice President Sourcing)	Commercial Excellence Director Cluster Europe North
Business responsibility (if applicable)	
<b>No. of direct reports</b>	0
<b>Financial magnitude</b> (Budget owner, P/L, Sales and/or Cost)	
<b>Authority</b> (Areas where the position holder is accountable)	
Objectives and tasks	
<b>Overall objective</b> (Short description of the overall objective of the position – the purpose of the role)	Deliver <b>best in class</b> training to give customer facing teams the skills, knowledge and competitive confidence to successfully achieve commercial business objectives  To maximise the performance of field teams through appropriate learning coaching and interventions



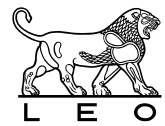
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	<p>To support the identification of skills, competencies and knowledge required to future proof and optimise our business building capability at multiple levels across the North Europe AUNZ Cluster.</p>
<p><b>Role and responsibilities</b> (Short description of the tasks and responsibilities which are key to the role. List in prioritised order)</p>	<p>Working in collaboration with global and regional trainer to gain expertise in the understanding and delivery of selling skills module</p> <p>Deliver training for the sales managers on selling skills module and performance coaching to support all field team in UK/IE.</p> <p>Deliver and embed training of selling skills module for all field teams ensuing on going coaching and refresher modules available for team to enhance performance and knowledge and competitive confidence</p> <p>Ensure learning programmes utilise a wide variety of methods and interventions, including digital methods. Evaluate and benchmark all field teams to drive excellence in selling.</p> <p>Assess the effectiveness of all learning programmes ITC (Initial Training Courses) and measure the return on investment in order to make future decisions. Measures the ROI of all interventions and continually raises performance bar and aspires for improvement. Communicates the value back to sales and marketing and other business partners</p> <p>Identification of skills, capabilities and knowledge required to future proof and optimise the business for the benefit of patients, customers and LEO.</p> <p>Prepare, plan and coordinate all training / learning plans for established products and new product launches as per business areas working within</p> <p>Coordinate with sales and access managers to create learning opportunities for teams e.g. competitive selling workshops, selling villages, clinical book clubs etc.</p> <p>Support non sales teams with communication and presentation skills to support engagement with HCPs</p> <p>Partner across the Europe North AUNZ Cluster to understand the business. Understand important external environmental trends and changes, anticipates industry and organisation effectiveness and learning responses and future skills and capability requirements.</p> <p>Cluster responsibility within UK/Ireland, Nordics and Australia/NZ. Work where required with the Nordics and Australia/NZ as directed by manager and occasional travel may be required to fulfil these responsibilities.</p> <p>Designs and delivers bespoke coaching and development programmes and interventions to develop skills and capabilities, including induction. Minimises delivery outside of the agreed overall learning plan.</p> <p>Undertake key projects when necessary in line with the business need and the learning plan for the Cluster. Provide support for company meetings and conferences as the business demands.</p>



	Promotes and adhere to all company policies and procedures including but not limited to Code of Conduct, external compliance codes, IT and data confidentiality
<p><b>Key working relationships</b> (Interface and cooperation with e.g. internal functions or external partners)</p>	<p>External: Learning providers. Healthcare professionals.</p> <p>Internal: Colleagues in Sales, Marketing /Patient Solutions, Medical, Regulatory, Finance, Business insights, , Relevant Cluster Colleagues supporting field teams EU+ and Global Learning / Training Teams Effectively communicate and engage with multiple stakeholders in a cross-functional environment</p>
<b>Job specific competencies</b>	
<p>Requirements to e.g.</p> <ul style="list-style-type: none"> <li>• <b>Professional competencies</b> (education, training, experiences)</li> <li>• <b>Business insights</b> (knowledge of the business and industry)</li> <li>• <b>Behavioural competencies</b> (demonstrated behaviours - see Pulse for more info, <a href="#">here</a>)</li> </ul>	<p>Educated to degree level or equivalent, ideally in life sciences. Demonstrable training experience in successful sales and account management.</p> <p>Experience of training and coaching. Ideally with a CIPD qualification in learning or equivalent.</p> <p>Excellent healthcare, product and therapy area knowledge.</p> <p>Excellent understanding of accepted L&amp;D processes such as modern workplace learning methods, TLNAs, coaching models, sales models, Learning Styles, and evaluating L&amp;D interventions.</p> <p>Excellent presentation/training delivery and facilitation skills.</p> <p>Demonstrable planning and organisational skills.</p> <p>Ability to work at operational and strategic level to deliver and execute multiple projects with precision and accuracy in a very fast-paced environment</p> <p>A clear and confident communicator, comfortable dealing with and influencing colleagues and senior stakeholders with the ability to bring people from different teams together,</p> <p>Confidence in influencing both peers and leaders within the business.</p>
<p><b>Job description hereby understood and agreed:</b></p> <p>Date:</p> <p>-----</p> <p>Employee's signature</p>	<p><b>The correctness of the job description is hereby confirmed:</b></p> <p>Date:</p> <p>-----</p> <p>Manager's signature</p>

Acknowledgement



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LEO Pharma reserves the right to make modifications to this job description as deemed necessary by changing position and business requirements.

The job description is a requirement under LEO Pharma's Quality Management System. It does not form part of the employment agreement between the employee and LEO Pharma and cannot be relied on in this respect.