

## District Manager - Vaccine HP South(高雄)

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Company: 10634 GlaxoSmithKline Far East B.V. Taiwan Branch

Location: Taiwan

Category: other-general

### Job Purpose

To drive performance of your district by leading the field sales teams (Medical Representatives) to meet territory business objectives and establish GSK as the customer's key partner and advisor. This will be achieved through inspirational leadership, motivational coaching, and the development of the team's scientific knowledge, business planning and selling capabilities.

### Key Responsibilities

#### Scientific Knowledge

Coaches the field sales team to continuously build knowledge of GSK multi-channel brand strategies and leverages that knowledge with customers in informing on prescribing behaviours

Coaches the field sales team to develop understanding of GSK and competitor's brands features and benefits and apply this knowledge effectively in their PFSS and multi-channel selling approach

Ensure the field sales team have a comprehensive disease and pathology knowledge and are able to leverage it with customers to support decision making

Coaches the field sales team to develop their understanding of treatment guidelines and patient profiles

Enables the field sales team to use scientific knowledge and insight from the latest clinical studies to support the PFSS and multi-channel selling approach and build credibility with customers

#### Leading Performance

Uses multiple data sources to analyse area performance dynamics, identify area trends and opportunities, and to develop, insight based, multi-channel area business plans, with strategically aligned ASmart objectives, strategies and tactical activities that deliver business objectives

Coaches the field sales team to build their understanding of territory performance, develop actionable insights, identify territory opportunities, and to develop insight based, multi-channel territory business plans that deliver business objectives

Ensures implementation of multi-channel business plans, using KPIs to track performance and supports the field sales team, through coaching to adjust plans (where required)

Coaches the field sales team to select and prioritise appropriate customer targets and develop robust, effective and efficient territory coverage call plans and monitors implementation through KPIs

Constructs tailored coaching development plans that build the capabilities and the effectiveness of the field sales team, leads all appropriate performance management discussions and actively participates in the recruitment of medical representatives

#### Coaching Selling Skills

Effectively uses the GSK Coaching model to support the development of the field sales team in their customer engagements

Understands the steps and skills required for effective execution of the PFSS selling approach and coaches the field sales team to continuously improve performance through coaching days

Understands the appropriate multi-channel selling platforms, the role of customer preferences, and coaches the team to build multi-channel selling capabilities

Develops collaborative external and internal relationships that enhance the customer

journey, channels customer feedback into the organisation and builds the field sales teams capability to do the same through coaching

## **DEI**

GSK is an Equal Opportunity Employer and we want GSK to be a workplace where everyone can feel a sense of belonging and thrive. All qualified applicants will receive equal consideration for employment without regard to disability, race/ethnicity, national origin, religion, sex, pregnancy, marital status, sexual orientation, gender identity/expression, or age.

### **Disability**

GSK is committed to being inclusive for people with disabilities. With support from our Global Disability Council and our employee resource group, the Disability Confidence Network, we are working hard to create an inclusive workplace where all our people can thrive. Since 2020, GSK has been an active member of the , a collection of 500 global companies all committed to placing disability inclusion on the leadership agenda. We are delivering on its objectives through our disability confidence plan.

### **\*Li-GSK**

### **Why Us?**

GSK is a global biopharma company with a special purpose – to unite science, technology and talent to get ahead of disease together – so we can positively impact the health of billions of people and deliver stronger, more sustainable shareholder returns – as an organization where people can thrive. Getting ahead means preventing disease as well as treating it, and we aim to positively impact the health of 2.5 billion people by the end of 2030.

Our success absolutely depends on our people. While getting ahead of disease together is about our ambition for patients and shareholders, it's also about making GSK a place where people can thrive. We want GSK to be a place where people feel inspired, encouraged and challenged to be the best they can be. A place where they can be themselves – feeling welcome, valued and included. Where they can keep growing and look after their wellbeing. So, if you share our ambition, join us at this exciting moment in our journey to get Ahead Together.

### **Important notice to Employment businesses/ Agencies**

GSK does not accept referrals from employment businesses and/or employment agencies in

respect of the vacancies posted on this site. All employment businesses/agencies are required to contact GSK's commercial and general procurement/human resources department to obtain prior written authorization before referring any candidates to GSK. The obtaining of prior written authorization is a condition precedent to any agreement (verbal or written) between the employment business/ agency and GSK. In the absence of such written authorization being obtained any actions undertaken by the employment business/agency shall be deemed to have been performed without the consent or contractual agreement of GSK.

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