**Sales Training Manager OBS**

**CooperSurgical Inc.**

**Northeast Based**

**Main Purpose**

The OBS Sales Training Manager’s primary responsibility is managing all product training and sales training strategies associated with the OBS portfolio. This individual will work closely with members of OBS team (Sales, Marketing, and Medical Affairs, etc.) and cross functionally throughout the CooperSurgical organization to develop and implement learning initiatives in support of strategic objectives and business needs. This position will be accountable for developing, executing, and measuring the effectiveness of all training initiatives, for both new hires and tenured sales representatives.

**About CooperSurgical**

CooperSurgical is a leading fertility and women's healthcare company dedicated to putting time on the side of women, babies, and families at the healthcare moments that matter most in life. CooperSurgical is at the forefront of delivering innovative assisted reproductive technology and genomic solutions that enhance the work of ART professionals to the benefit of families. We currently offer over 600 clinically relevant medical devices to women's healthcare providers, including testing and treatment options.

CooperSurgical is a wholly-owned subsidiary of CooperCompanies (Nasdaq: COO). CooperSurgical, headquartered in Trumbull, CT, produces and markets a wide array of products and services for use by women's health care clinicians. More information can be found at [www.coopersurgical.com](http://www.coopersurgical.com/).

**Essential Functions**

• Manage, design, and deliver sales training curriculum for all new hires with a focus on increasing understanding of product knowledge, selling skills (Consultative Selling) and market dynamics.

• Lead, develop, and implement effective training programs to ensure both new and existing field team members are properly trained on clinical data, promotional messaging, marketing, business acumen, selling skills and account management.

• Serves as the SME to develop high quality training content in collaboration with internal teams, or through management of external vendors within the set budget and on time.

• Participate and lead strategic projects designed to meet the needs of the field sales team. These projects include continuous collaboration with all relevant support departments: Marketing, Clinical, Regulatory, IT, Sales Operations, Commercial Analytics, etc., and include but are not limited to new product launches, new marketing directives, new indication launches, new positioning directives, etc.

• Partner with the commercial team and all key business functions (Sales, Marketing, Market Access, Clinical, Medical, HR, Legal, Regulatory, Compliance etc.) to ensure cross-functional input is integrated into training program content and delivery.

• Create a comprehensive onboarding program for all new hires that will prepare them to apply foundational knowledge during live training.

• Analyze, design, develop, implement, and evaluate (ADDIE) sales training for all phases of CooperCollege, including requirements for product certification (if applicable) as well as for continuing education of experienced sales representatives during national and regional sales meetings.

• Submit all training materials in Veeva for approval to use with target audience. Update learning materials as needed prior to expiration dates.

• Work closely with marketing team members to ensure a thorough understanding of products in the marketplace and to develop training to support tactical implementation of marketing strategies.

• Lead and train the Certified Regional Trainer (CFT) Team on training initiatives pertaining to new hire training and ongoing field training. This includes monthly CFT meetings and train-the-trainer sessions for new hire class.

• Establish learning objectives and develops criteria for evaluating the effectiveness of training activities. Make modifications as necessary to ensure the training meets the educational goal.

**Key Performance Indicators**

• Align on and support achievement of sales target and growth over prior year, prior quarter etc. for BU.

• Execution of MBO’s, aligned to business case and yearly objectives.

Skills & Competencies

**Preferred Skills/Qualifications**

• Proven understanding of the medical device arena with a focus on in Women’s Healthcare and/or understanding of preservation of newborn stem cell technology.

• Previous experience as full-time sales trainer with vendor and project management, including eLearning development, applied learning and technology, designing, developing, and implementing technology training and eLearning programs.

• Demonstrated consistent success as a Sales Representative.

• Fundamental knowledge of adult learning principles preferred.

• Strong understanding of sales representative role and how it aligns to patient-centric selling and product promotion.

• Strong project management experience to set and manage priorities, resources, goals, and initiatives.

• Excellent communication skills.

• Proven ability to establish working relationships at all levels of clinical/technical/marketing teams both internally and externally.

**Other Skills/Competencies**

• Strong interpersonal and influencing skills, as demonstrated by an ability to work well with internal departments and external customers on a variety of projects.

• Project management skills.

• Excellent Planning and Organizational skills.

• Strong Presentation skills – in person or virtual

• Critical thinking

• Manages without authority.

• Manages collaboration across a matrix organization.

• Ability to work self-directed, independently as well as to collaborate on key issues, in a fast-paced environment.

**Experience & Education**

**Required**

• BA/BS degree

• Minimum 3-5 years of relevant experience as a sales trainer or sales representative with a background in surgical medical devices, preservation of newborn stem cell technology and women’s health.

• OR (operating room) and/or L&D (Labor and Delivery) experience, preferably in Women’s Health

• Proven understanding of selling skills and disease state knowledge

• Ability to learn new disease states and product knowledge quickly.

• The ability and willingness to travel domestically up to 30%; some nights, weekends and overnight travel may be required.

• Proficient in Microsoft Suite and Adobe Acrobat; Expertise in MS PowerPoint and Excel

• Strong communication skills, both live and in virtual setting. Excellent verbal and writing skills.

• Strong platform/presentation/facilitation skills are required.

• Must be able to perform all essential functions of the position, with or without reasonable accommodation.

**Preferred**

• Experience as a field/regional trainer a plus

• Previous experience as full-time sales trainer with vendor and project management, including eLearning development, applied learning and technology, designing, developing, and implementing technology training and eLearning programs.

• Demonstrated consistent success as a Sales Representative

• Fundamental knowledge of adult learning principles preferred.

• Strong understanding of sales representative role and how it aligns to patient-centric selling and product promotion.

• Strong project management experience to set and manage priorities, resources, goals, and initiatives.

**Working Conditions**

• This role is remote. The Sales Training Manager should have a designated space to use as an office.

• Travel could be up to 50%. Work environment can include but not limited to Corporate / Regional Offices, Surgical Society Meetings, Hospitals, training centres, and attendance to all sales meetings.

As an employee of CooperSurgical, you'll receive an outstanding total compensation plan. As we believe your compensation goes beyond your paycheck, we offer a great compensation package, medical coverage, 401(k), parental leave, fertility benefits, paid time off for vacation, personal, sick and holidays, and multiple other perks and benefits. Please visit us at www.coopersurgical.com to learn more about CooperSurgical and the benefits of becoming a member of our team.

To all agencies: Please, no phone calls or emails to any employee of CooperSurgical about this opening. All resumes submitted by search firms/employment agencies to any employee at CooperSurgical via-email, the internet or in any form and/or method will be deemed the sole property of CooperSurgical, unless such search firms/employment agencies were engaged by CooperSurgical for this position and a valid agreement with CooperSurgical is in place. In the event a candidate who was submitted outside of the CooperSurgical agency engagement process is hired, no fee or payment of any kind will be paid.

We are committed to equal employment opportunity regardless of race, color, ancestry, religion, sex, national origin, sexual orientation, age, citizenship, marital status, disability, gender, gender identity or expression, or veteran status. We are proud to be an equal opportunity workplace.

For U.S. locations that require disclosure of compensation, the starting base pay for this role is between $120,000 - $150,000. The actual base pay includes many factors, and is subject to change and modification in the future. This position may also be eligible for other types of compensation and benefits.