

## JOB POSTING TEMPLATE

<b>Date:</b> <u>2021</u> <b>Job title:</b> <u>Associate Manager / Manager, Bancassurance Training</u>	<b>Function:</b> <u>Bancassurance</u> <b>Manager title:</b> <u>Senior Manager, Bancassurance Training</u>
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### Job purpose

This role is designed to take charge of design & development all of training materials for Bancassurance salesforces to equip proper competencies in line with business needs

### Major accountabilities

Manage & deploy training needs survey & analysis of bank partners, salesforce & sales management team to consult, orient & do detailed training & development plan properly

Take responsibility for design, development and handover of training programs for assigned target force

- Build and cooperate with training expert/consultant to design or develop training programs
- Hand over training programs, observe and evaluate training programs with suitable frequency
- Participate in suggestions for improvement and development of training programs as well as training department

Follow up and manage trainer development program

- Observe and evaluate Trainers with suitable frequency

Follow up and manage sales management force induction training

- Cooperate with Leaders of Sales team & Training team to have effective induction training plan for sales management force

Ensure training activities in respective zone to comply with the MOF's regulations and the company's internal compliance regulations

Delivery regular training when required

### Specialized knowledge

- Capability of designing and coaching sales training programs at various levels.
- Good knowledge on sales, marketing, Insurance, training methodology
- Excellent presentation, communication, and interpersonal skills
- Good organization and planning skills
- Familiar with Excel, Word, and Power Point
- Matured, self-confident
- Positive working attitude and able to influence others
- Problem solving skills, able to giving quick decisions relating to ad-hoc situations.
- Ability to work under pressure and meet deadlines while working with ambiguity
- High resilience

### Education and experience

- University degree with 6 years of relevant experience
- Preferred operated successfully in cultures with financial discipline priority

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**Metrics** (if applicable)

Finance metrics (revenue, budget managed, etc.): Training expenses budget