

JOB DESCRIPTION

JOB TITLE:	Manager – Sales Trainer
GRADE:	Manager
OBJECTIVE:	To manage the sales training across all sales verticals
JOB SUMMARY:	The person will be responsible for conducting induction programs and other training programs as per roadmap for BDM, ABH and ZBH of all channels. He/ she needs to contribute in developing the training content for the licensing and training requirement, liaise with the sales training team for effective delivery and sales effectiveness. He/ she needs to drive post training productivity.
JOB RESPONSIBILITIES:	<ul style="list-style-type: none"> ▪ Plan and execute monthly training calendar for sales organization and interventions for bank partners, agents and ZMAs ▪ Drive training coverage as per defined standards ▪ Increase in Sales productivity basis agreed benchmarks ▪ Reduction in attrition in the sales organisation basis agreed benchmarks ▪ Responsible for Sales & Distributors training Functions ▪ Working with business leaders and managers to identify training needs and trends within business ▪ Designing a solution which includes blended approach to learning such as coaching. Classroom training, one-to-one sessions, action learning and e-learning ▪ Train the trainers and define and track the process and metrics related to induction training, refresher and intervention - based training ▪ Carry out tests and other certifying mechanisms to periodically monitor and upgrade the skill and knowledge levels of the people
LOCATION:	Corporate Office, Kolkata and Lucknow
KEY CUSTOMERS: (Internal and/or external)	<ul style="list-style-type: none"> ▪ Head – Sales Training ▪ Sales organisation ▪ Bank partners - Zonal/Regional Managers, Branch Managers, CROs ▪ Other Departments

Preferred Credentials	
WORK EXPERIENCE:	<ul style="list-style-type: none">▪ 4-6 years of overall experience in sales training with minimum 2-3 years in various distribution channel▪ Experience in content development would be preferred
QUALIFICATIONS:	MBA in Sales & Marketing or Finance (Mandatory) or Post Graduate in any discipline. Candidate with certification in life insurance domain and financial planning would be preferred.
COMPETENCIES:	<ul style="list-style-type: none">▪ Knowledge of vendors and their capabilities in the training space▪ Excellent communication skills, both written and oral▪ Self-starter and an individual with outstanding drive and tenacity▪ Regional language preferable▪ It's an individual contributor role▪ This role involves travelling of min. 7 days in a month▪ Candidates need to deliver min. 15 to 17 days of classroom training