

Sales Trainer - Netherlands

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Company: Align Technology

Location: Netherlands

Category: business-and-financial-operations

About this opportunity

As a Sales Trainer for Align Technology Benelux your main responsibility is to provide sales training which contribute to the achievement of the company's strategy and supports improvements in the sales ability and performance of the sales staff. The key areas of responsibility for the Sales Trainer: Initial Sales Training Course – Theory & Practical Daily Individual Sales Training Manage training cycle: design, organization, delivery, and monitoring results. Creation of a Training Academy Recruitment and Selection Teamwork In this role, you will... Work with the Managers across the Benelux region to develop the Sales Training strategy which supports the delivery of company priorities and meets operational requirements, ensuring that the best commercial outcome is delivered from the resources available. Be responsible for all sales training for new sales starters, ensuring that their skills and knowledge are enhanced to maximize sales and revenue. Ensure that newly recruited sales executives are suitably equipped and motivated to make a significant contribution to the business. Be responsible for delivering training solutions to agreed KPI's to ensure that all targets are met, and continuous improvements are made. Be responsible for the delivery of all company sales training, influencing the sales style and approach throughout the business. Areas covered will include objection handling, negotiation skills and closing. Review the effectiveness of Sales Training provision against company requirements, in terms of the appropriateness, quality and level of that provision. Work with the local management teams across France to ensure appropriate team development. Ensure that all training is of a professional standard and that employees can sell to the standard required by their

businesses and achieve their sales targets. Produce any course materials and other documents such as notes, handouts, manuals, and exercises that is necessary to ensure the delivery of high-quality training courses. Prepare the learning environment and resources, including setting up equipment, ensuring the company training facilities and associated training resources are properly maintained, meeting best practice standards and compliance with Health and Safety requirements. Review all course evaluation feedback, and the effectiveness of the training and course outcomes; and identify areas for improvement Take responsibility for the maintenance of any hardware and software used for training purposes and recommending repairs and upgrades to management where appropriate. Be responsible for the management of the new starter process and induction programs for Academy trainees, creating role-specific induction plans together with the line manager, liaising with the HR department to ensure that the relevant documentation is in place, monitoring quality and progress and ensuring that end of probationary period review meetings are scheduled. In this role, you'll need ... Bachelor's degree in a related area or equivalent and/or 5-8 years of experience in the field or in a related area. Strong interpersonal skills, demonstrative ability to multi-task, comfortable with ambiguity, comfortable with conflict, and must be a self-starter. 5 + years professional experience in training needs analysis, working at first line manager level Excellent communication skills, both written and verbal Fluent in Dutch and English, French is a plus Knowledge of sales process Ability to motivate, inspire and develop others, leading by example A confident, strong, friendly personality Self-motivated with ability to work and deliver under pressure Excellent rapport building skills Flexible approach to work Ability to travel across the Benelux region and EMEA when required

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