



### **Dechra Veterinary Products North America (DVP NA)**

The US Commercial sales team offers an extensive training programme for its new territory sales managers and inside sales representatives. A team of 18 recently spent two full weeks in Kansas City onboarding and building their product knowledge, equipping them to be productive from the first visit or the first call they make. Veterinary Professional Services, Veterinary Technical Services, and Marketing Managers facilitate the training workshops, which allows the field team to learn from our own internal experts. Additionally, regional managers continue their education with sales operations training offered during their first six months, at regional meetings, and during the national sales meeting.

### **Apprentices and Interns**

We believe that offering internships and apprenticeships is a great way to attract new employees to Dechra. We have a small number of intern opportunities each year both in the UK and the US. We have successfully supported student interns at our Sansaw and Northwich offices and have an annual programme running. We have been delighted with the quality of the young people who have worked with us and we hope that the experiences of working with Dechra will support them in their future careers. We currently have nine apprentices in Europe in a variety of roles, including administration and logistics. In 2018 we had ten apprentices join our site in Croatia through a government sponsored scheme of which eight have been retained on a permanent basis.

### **A series of four webinars on the New EU Regulations for the Registration of Veterinary Medicines**

Product Development has recently run a series of four, one hour training webinars for PDRA colleagues globally to alert them to the major changes in the EU regulations for the registration and maintenance of veterinary medicines, which have been approved by the European Commission and will come into EU law on 22 January 2022. These new regulations are very wide ranging and include a total of 97 objectives with major impacts on our business. The webinars were delivered by Dr Julian Braidwood, MD of the international CRO Triveritas Ltd., and have proved very popular and thought provoking, with an audience of over 70 Dechra colleagues listening from their desks and asking a wide range of questions. Not only is this training format convenient and user friendly for our employees, but it is also an extremely cost effective way of delivering a bespoke and high quality training session on a key topic for our business. The webinars are recorded so that those unable to attend are still able to participate at a time which suits them.

In addition, the Product Development's global clinical team members attended an advanced Word training class for technical report writing. This programme complimented the basic training provided in Delta; geared more toward their job requirements. 22 team members from the US, the Netherlands and the UK participated in the training.