

Benefits Expert

Job ID
REQ-10036069
Jan 10, 2025
Mexico

Summary

Ofrecer prácticas de recompensas competitivas y rentables para un pequeño grupo de clientes o un proceso de recompensas clave; para proporcionar información o análisis y responder a las consultas de los clientes.

About the Role

#LI-Hybrid

Key Responsibilities:

- Support the team in the operational conversion of Benefit strategic objectives.
- Support and implement competitive and cost effective benefit programs that are in line with corporate Rewards guidelines to attract and retain talent.
- Provide data support for survey submissions.
- Participate in the benchmarking process, analyze labor market trends and provide input to the business on salary structure and adjustments based on survey data.
- Perform analyses on market and internal data to ensure competitiveness of reward structure with relevant external market.
- Report and interpret analyses results and make recommendations that support the establishment of Rewards programs aligned with the organization's strategy -Support personnel cost budgeting process and control.
- Maintain accurate and efficient daily Rewards processes to support the dedicated client group.
- Contribute to Rewards projects at country or BU level.
- Communication of Benefits in the company, updates and changes.
- Process simplification.
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Essential Requirements:

- Bachelor's degree
- Proficiency in Spanish and English, spoken and written
- Minimum 3 years' experience in Benefits or HR services

Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve

Why Novartis: Helping people with disease and their families takes more than innovative science. It takes a community of smart, passionate people like you. Collaborating, supporting and inspiring each other. Combining to achieve breakthroughs that change patients' lives. Ready to create a brighter future together? <https://www.novartis.com/about/strategy/people-and-culture>

Join our Novartis Network: Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

People & Organization

Business Unit

CTS

Location

Mexico

Site

INSURGENTES

Company / Legal Entity

MX06 (FCRS = MX006) Novartis Farmacéutica S.A. de C.V.

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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Ajustes de accesibilidad

Novartis tiene el compromiso de trabajar y proporcionar adaptaciones razonables para personas con discapacidad. Si, debido a una condición médica o discapacidad, necesita una adaptación razonable para cualquier parte del proceso de contratación, o para desempeñar las funciones esenciales de un puesto, envíe un correo electrónico a tas.mexico@novartis.com y permítanos conocer la naturaleza de su solicitud y su información de contacto. Incluya el número de posición en su mensaje.

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