

# Lead SME - Incentive Compensation

Job ID  
REQ-10013237  
juin 25, 2024  
Inde

## Résumé

Hands on Incentive Compensation |IC Technical Skills| – Should be able to independently design IC plans, run modelling, provide guidance to the team, etc. Fully accountable as a PMO, ensuring adherence to IC ways of working, IC processes and IC Calendar.

## About the Role

Position Title : Lead SME - Incentive Compensation

Location – Hyd-india #LI Hybrid

About the Role:

Provide analytics support to Novartis internal customers (CPOs & Regional marketing and sales teams) on various complexity analytical reports. Support and facilitate data enabled decision making for Novartis internal customers by providing and communicating qualitative and quantitative analytics.

Your responsibilities include but are not limited to

- Proven Project Management skills for owning the delivery of multiple projects, ensuring delivery of efficient and high-quality work.
- Develop and coordinate project plans across the requirement gathering, design, development, testing and deployment stages of a project to support the successful delivery of dashboards.
- Sufficiently hands-on to deep dive and run ad hoc analytics independently, without requiring any support.
- Lead/co-lead support needed to build products/platforms for specific analytics
- Work in collaboration with cross-functional teams to improve value and drive process innovation across brands– continuously expand horizons through experimentation.
- Should be able to lead small engagements and work with small teams to lead, mentor and develop them to address complex business analytics challenges.
- Ability to work independently and as an integral member of the team and attention to detail and quality focused, excellent interpersonal and communication skills, strong influence, negotiation and tact skills, innovative, and collaborative behaviors and strong “can-do” orientation.

What you'll bring to the role:

- Good project management skills to handle multiple projects simultaneously, prioritize tasks, and meet deadlines.
- Hands on Incentive Compensation |IC Technical Skills| – Should be able to independently design IC plans, run modelling, provide guidance to the team, etc.

- IC Design and Compliance: Functions as a thought leader / subject matter expert. Delivers independently, without requiring any support. Provides recommendations which are mostly accepted. Backs with robust analytics
- IC Analytics Provides detailed technical guidance to the team in terms of the critical metrics to analyze, the methodology to follow and the technical steps to be executed. Reviews / QCs their work
- IC Ops (Admin) Provides detailed technical guidance to the team in terms of optimized system configuration, reports to process, etc.
- Designs and adheres to Processes that maintain stringent quality control with 0 errors.
- Independently reviews the reports and provides insights to leadership. IC Communications and Project Management. Creates Leadership ready slide decks. Can present to Leadership. Delivers independently, without requiring any support.
- Fully accountable as a PMO, ensuring adherence to IC ways of working, IC processes and IC Calendar

#### Desirable Requirements:

- University/Advanced degree Educational Qualification should be – B-Tech, Masters in Stats, Math's, Informatics & Statistics, MBA with Bachelors in Science, Masters in Economics or Econometrics. PhD in DS is preferred.
- Min 9+ years of experience in Incentive Compensation [IC Technical Skills], Pharma, Excel (Excellent), SQL (Basic to Advanced), Analytics, Goaling Design Modeling, Excel, Call Planning / Territory Alignment

#### Why Novartis

**Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!**

**Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>**

**You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life**

**Handbook. <https://www.novartis.com/careers/benefits-rewards>**

**Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, Join the Novartis Network here: <https://talentnetwork.novartis.com/network>.**

**Commitment to Diversity & Inclusion: 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>

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

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