

# Rewards Business Partner

Job ID  
REQ-10015356  
Lug 17, 2024  
India

## Sommario

-To implement Rewards plans, processes and policies for a country, key process or dedicated client group (single business area, e.g. Operations, IMI) in support of the overall Rewards effort to provide competitive and cost effective Rewards practices.

## About the Role

### Major accountabilities:

- Ensure the operational conversion of the Rewards strategic goals within a country, Key Rewards process or dedicated client group.
- Participate in and analyze surveys, and study labor markets to determine salary trends/ranges.
- Coordinate and support the administration of compensation or benefits programs on a recurring basis for assigned client group or country/BU -Benchmark labor market trends propose salary structure and adjustments to the business based on survey data.
- Analyze jobs and specifications on an ad hoc or recurring basis and support the job evaluation process for assigned client groups.
- Provide recommendations on internal and external benchmarking and reward policies; typically for assigned client groups within country or global BU.
- Deliver training to specific client groups on reward programs or Rewards related processes.
- Support the budget planning discussions.
- Supervise the performance and development of a small team.
- Participate in, or lead Rewards projects at country or BU level.
- Reporting of technical complaints / adverse events / special case scenarios related to Novartis products within 24 hours of receipt -Distribution of marketing samples (where applicable)

### Key performance indicators:

- Feedback from internal partners and client groups on quality of delivery and consultation -Rewards processes delivered on time with the right level of quality and end user experience -Adherence to Rewards governance and controls

### Minimum Requirements:

- 5 to 7 years of experience in Compensation & Benefits.
- Experience in Benchmarking and Job Evaluation processes. Benchmarking Tool experience is desirable
- Ability to work in a dynamic and fast-growing team – high-learning agility
- Strong data analytics and presentation skills

- Stakeholder engagement
- Excellent knowledge of MS Office (word, power point and excel)

### **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](https://www.novartis.com/about/strategy/people-and-culture)

### **Commitment to Diversity & Inclusion:**

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

#### Accessibility and accommodation

Novartis is committed to working with and providing reasonable accommodation to individuals with disabilities. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in order to perform the essential functions of a position, please send an e-mail to [diversityandincl.india@novartis.com](mailto:diversityandincl.india@novartis.com) and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

**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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Divisione

People & Organization

Business Unit

CTS

Posizione

India

Sito

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Risorse umane

Job Type

Full time

Employment Type

Regular

Shift Work

No

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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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