

Consultant - Incentive Design, Commercial Design and Advisory (CDA)

Job ID
REQ-10042575

5月 06, 2025

India

摘要

In the CDA team, the consultant role (Incentive Compensation) will oversee the design, implementation, and management of incentive compensation programs for Novartis brands in collaboration with the core IC team. This role focuses on managing senior stakeholder relationships, pioneering innovative solutions, and delivering subject-matter expertise to bolster effective IC Design and smooth operations. The consultant plays a pivotal role in elevating the Novartis Field IC strategy (for different force forces - sales, medical and patient services) to the best in the industry. The consultant also collaborates with the local support functions to swiftly resolve experience issues. Beyond this, the consultant role provides role-model leadership within the team, championing internal initiatives that strengthen stakeholder partnerships, foster innovation, cultivate people and culture, and to drive operational excellence.

About the Role

Consultant - Incentive Design

Location - Hyderabad #LI Hybrid

Key Responsibilities:

- Act as a subject matter expert (SME) on Incentive compensation functional area and drive leadership, innovation and operational excellence through successful execution of projects
- Lead and enable project management and delivery of large-scale Incentive strategy projects elevating enterprise incentive strategy, including requirements gathering, work scoping, project plan development, stakeholder alignment, internal collaboration management, and resource allocation.
- Provide advisory to the field and functional stakeholders across all the Incentive workstreams - plan design, plan administration/operations, IC reporting, communications & governance
- Maintain exemplary relationship and communication with all business stakeholders, including internal associates, leaders, and clients, through regular updates focused on achievements, KPIs, best practices, staffing changes, and key events.
- Lead and drive stakeholder meetings with the field and brand leadership to communicate Incentive solutions and enable change management. Lead and drive delivery of ad hoc incentive analytics, incentive frameworks, and new SOPs contributing to the broader Incentive strategy
- Enable timely delivery of efficient, high-quality outputs to the business stakeholders, and improve on business SLAs through knowledge gains of cross-functional exercises and partnership with industry experts. Support and collaborate with other field strategy stakeholders, beyond scope of Incentive compensation, to enable broader field GTM
- Support team operations by developing proposal documentations, post-project activities, along with ensuring compliance in internal Ops processes. Oversee end-to-end people management responsibilities for 2-4 associates, acting as a role model for the team by exemplifying Novartis core values and behaviors.

Essential Requirements:

- A graduate degree in an analytical Field, Life Sciences or Science & Technology domains
- Experience (8+ years) in mgmt./business consulting projects for pharmaceutical companies
- Experience (5+) in leading Incentive projects in a healthcare consulting firm
- Experience with commercial, medical, patient services and market access functions
- Experience (4+) in leading projects with cross-functional and cross-location associates
- Experience of working in a matrix and geographically dispersed environment
- Exceptional communications to engage and partner with senior stakeholders (Exe. Dir & Dir.)
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Proactive and results-focused, with proven ability to provide insights to increase productivity

Desirable Requirements:

- MBA/Postgraduate in Marketing, Consulting or Analytics focused domains

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>

Commitment to Diversity and Inclusion:

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

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>.

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>

部门

Operations

Business Unit

Universal Hierarchy Node

地点

India

站点

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

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 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

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



Job ID
REQ-10042575

Consultant - Incentive Design, Commercial Design and Advisory (CDA)

[Apply to Job](#)

Source URL:

<https://www.novartis.com.cn/careers/career-search/job/details/req-10042575-consultant-incentive-design-commercial-design-and-advisory-cda>

List of links present in page

1. <https://www.novartis.com/about/strategy/people-and-culture>
2. <https://talentnetwork.novartis.com/network>
3. <https://www.novartis.com/careers/benefits-rewards>
4. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad->

Office/ConsultantREQ-10042575

5. <mailto:diversityandincl.india@novartis.com>

6. <https://novartis.wd3.myworkdayjobs.com/en-US/NovartisCareers/job/Hyderabad-Office/ConsultantREQ-10042575>