U NOVARTIS

Rewards Specialist

Job ID REQ-10050075

4月 29, 2025

India

摘要

Enables Novartis to hire and retain talent through the quality and timely delivery of core compensation process and consulting for their respective country/countries. Supports job evaluation, benchmarking, offers, and salary cycle activities, as well as related training, education & insights.

About the Role

Major accountabilities:

- Support the team in the operational conversion of Rewards strategic objectives.
- Support and implement competitive and cost-effective compensation and 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.
- Performs quality job evaluations within agreed timelines (including maintenance of the current job evaluation system) for the assigned job functions and acts as a subject matter expert for all position evaluation topics

Minimum Requirements:

- 2 to 5 years of P&O Experience (Preferably in C&B)
- Basic understanding of compensation elements in an organizational context
- Ability to thrive in a fast-paced, complex, matrixed, global environment.
- Strong data analytics and presentation skills
- Stakeholder engagement
- Excellent knowledge of MS Office (word, power point and excel)
- Higher education, such as University/master's degree in HR /Economics and/or relevant business education (e.g. business administration).
- Certification in C&B is preferable

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? <u>https://www.novartis.com/about/strategy/people-and-culture</u>

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

Business Unit Universal Hierarchy Node

地点 India

站点 Hyderabad (Office)

Company / Legal Entity IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area Human Resources

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 <u>diversityandincl.india@novartis.com</u> 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.



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