

Rewards Specialist

Job ID
REQ-10051707

5月 16, 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

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

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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

People & Organization

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

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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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