

## **Rewards Business Partner " >**

Job ID  
329212BR  
Oct 06, 2021  
India

### **Job Description**

1! One Rewards organization to enable us to become a more innovative, effective and proactive function, equipped to swiftly deliver end-to-end customer centric solutions, in the most efficient and coordinated way possible. Your work in the Rewards Center of Expertise will be critical to help us deliver on the promise of building a more cohesive and integrated function.

Your responsibilities include but not limited to :

- Coordinate and support processes and standards for core Job Evaluation and Benchmarking services and solutions with the respective Practice Networks and IT as required Monitoring & Control
- Perform quality job evaluations within agreed timelines (including maintenance of the current job evaluation system) and act as a subject matter expert for all related topics to HRBP / In-Country cross-divisional Compensation Experts
- Together with external vendor, coordinate the annual compensation benchmarking activities and maintenance of salary ranges.
- Validate the matches between Novartis jobs/ positions and external survey providers and ensure this is aligned with in-country C&B / HR. Validate salary ranges and propose them to countries, ensure the ranges are provided as input into the annual review process
- Provide job offer support by applying Novartis principles on sign-on and buy-out awards and obtaining the appropriate approvals according to the Novartis governance process. Provide C&B consultation regarding job offers.
- Contribute to the Annual Compensation Review process to HRBPs / In-Country cross-divisional Compensation Experts e.g. propose the merit budget for relevant countries and coordinate the annual compensation review process.
- Periodically monitor and review performance against SLAs and take action/corrective measures in case of issues; inform and / or escalate to Supervisor / Management as appropriate. Define HR KPIs for the relevant area of responsibility and drive actions to ensure achievement
- Ensure compliance with legal framework, Novartis HR practices and guidelines, SOX requirements, data protection, etc. and provide training to HR & Line clients where needed.

### **Diversity & Inclusion / EEO**

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

### **Minimum Requirements**

- University degree / Graduate degree / MBA (HR) / PG (HR) Desirable – World at Work or CIPD qualification
- Five years of experience in Compensation and Benefits essential – specifically Benchmarking and Job Evaluation
- Benchmarking tool experience is desirable
- Ability to work in a dynamic and fast-growing team – high-learning agility
- Potential to develop supervisory skills • Desirable – HRIS/ticketing tool experience
- Desirable - have worked in a HR Shared Services environment

## Why Novartis?

769 million lives were touched by Novartis medicines in 2020, and while we're proud of this, we know there is so much more we could do to help improve and extend people's lives.

We believe new insights, perspectives and ground-breaking solutions can be found at the intersection of medical science and digital innovation. That a diverse, equitable and inclusive environment inspires new ways of working.

We believe our potential can thrive and grow in an unbossed culture underpinned by integrity, curiosity and flexibility. And we can reinvent what's possible, when we collaborate with courage to aggressively and ambitiously tackle the world's toughest medical challenges. Because the greatest risk in life, is the risk of never trying!

Imagine what you could do here at Novartis!

## Commitment to Diversity & Inclusion:

Novartis is committed to building an outstanding, inclusive work environment and diverse team's 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>

Division

CTS

Business Unit

HR NBS

Location

India

Site

Hyderabad, AP

Company / Legal Entity

Nov Hltcr Shared Services Ind

Functional Area

Human Resources

Job Type

Full Time

Employment Type

Regular

Shift Work

No

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