NOVARTIS

Analyst - Marketing Services

Job ID
REQ-10048763

12   02, 2025

India

Job Description Summary:
This role focuses on independently executing Incentive Compensation (IC) operations, including detailed analytics, rigorous quality assurance, and effective project management. The incumbent is accountable for accurately managing IC reporting processes, understanding and applying IC business rules, and ensuring alignment with IC operational calendars and guidelines.

About the Role

Job Description:

Major Accountabilities:

Functional and Technical Expertise:

- Independently execute all IC reports, following optimized system configurations and defined processing guidelines.
- Clearly understand IC Business Rules and their implications on eligibility, awards, and downstream processes.
- Maintain rigorous quality control standards, ensuring error-free reports; independently review reports and provide actionable insights to leadership.
- Conduct detailed analytics autonomously, adhering strictly to prescribed KPIs, methodologies, and technical processes; perform thorough self-quality checks.

IC Communications and Project Management:

- Deliver IC projects effectively with team support, ensuring clear communication and adherence to timelines.
- Accountable for consistently following IC ways of working, established processes, and adhering to the IC operational calendar.

Key Performance Indicators:

- Zero-error IC report accuracy
- Timely execution and delivery of IC analytics and reports
- Adherence to IC operational guidelines and calendar
- Positive stakeholder feedback and satisfaction scores

Minimum Requirements:

- Commercial experience in healthcare.
- Effective communication/knowledge/Best Practice sharing
- Familiarity with US Geography
- Able to navigate Javelin and Zaidyn suites comfortably
- Mandatory Tools: Javelin / Zaidyn Suites, MS Office
- Ability to work with multiple stakeholders

Work Experience:

- Experience in Operations Management and Execution
- Project Management experience
- Familiarity with Incentive Compensation processes, preferably within the pharmaceutical sector
- Graduate / Postgraduate in Engineering/Pharmacy/Science/Statistics or related fields
- Overall 2+ years of experience, with 1+ years in SFE /FFO/related analytics function with a leading pharma company/service provider
- Cross Cultural Experience

Skills:

- Strong Analytical Thinking

- Effective Project Management
- Stakeholder Engagement
- Cross-Functional Collaboration
- Proficiency in Process Documentation and Quality Control

Languages:

- English (Proficient)

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

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

US

Business Unit
General Management

India

Hyderabad (Office)

Company /Legal Entity
IN10 (FCRS = INO10) Novartis Healthcare Private Limited

Functional Area

Marketing

Job Type
Full time

Employment Type
Regular

Shift Work
No

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Accessibility and accommodation

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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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