

Cluster Rewards Excellence Lead

Job ID
REQ-10083976

7月 23, 2026

India

Available in: English

摘要

#LI-Hybrid

Location: Hyderabad, India

Relocation Support: This role is based in Hyderabad, India. Novartis is unable to offer relocation support: please only apply if accessible.

As the Rewards Cluster Excellence Lead, you will lead the delivery and continuous evolution of Rewards Excellence services for an assigned cluster of countries by providing high-quality rewards advisory and execution across benchmarking, job evaluation, offers and buyouts, salary review cycles, survey submissions, pay equity and related governance activities. You will translate global Rewards strategy and People & Organization priorities into consistent, business-relevant solutions that support hiring, retention, pay transparency readiness, process simplification and a strong customer experience for People & Organization, Recruitment Solutions, Country Rewards and

business stakeholders.

About the Role

Key Responsibilities

- Lead end-to-end Rewards Excellence delivery for assigned countries/clusters, ensuring compliance with global governance, local market requirements, and a high-quality stakeholder experience.
- Serve as the subject matter expert for compensation and rewards processes, providing guidance and recommendations on job evaluations, benchmarking, offers, buyouts, and salary decisions.
- Own and govern the job evaluation framework, partnering with People & Organization and business leaders to maintain effective job architecture, support organizational design, workforce planning, and transformation initiatives.
- Drive market benchmarking activities, including survey participation, pay range development, market competitiveness analysis, and pay transparency readiness.
- Support annual and mid-year compensation cycles, pay equity initiatives, Environmental Social Governance related activities, and continuous enhancement of rewards processes, governance, and documentation.
- Build trusted partnerships with People & Organization, Recruitment Solutions, Country Rewards, and business leaders, providing strategic insights and ensuring consistent application of compensation policies and practices.
- Lead, develop, and coach a high-performing team, managing resources, succession planning, capability building, and fostering an inclusive and psychologically safe culture.
- Leverage analytics, digital tools, automation, and AI-driven solutions to generate actionable rewards insights, improve operational efficiency, strengthen governance, and enhance stakeholder experience.

Essential Requirements

- Extensive experience in Human Resources in Compensation & Benefits, or Rewards, with strong expertise in compensation processes and governance (typically 8-10+ years).
- Proven experience in job architecture, job evaluation, market benchmarking, pay range management, and annual compensation planning cycles.
- Demonstrated ability to lead complex global initiatives, including organizational transformations, workforce planning, and M&A activities.
- Strong track record of partnering with senior regional and global stakeholders and leading cross-functional, matrixed teams.
- Excellent stakeholder management, communication, and influencing skills, with the ability to simplify complex reward concepts for diverse audiences.
- Strategic and consultative mindset i.e., driving continuous improvement, mentoring team members, and influencing business decisions through a holistic rewards perspective.

Desirable Requirements

- People leadership experience, including talent development, coaching, succession planning, and building high-performing teams.
- Ability to thrive in a fast-paced environment, effectively managing ambiguity, competing priorities, and multiple deadlines.

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.

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.

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: Learn about all the ways we'll help you thrive personally and professionally. [Read our handbook \(PDF 30 MB\)](#)

部门

People & Organization

Business Unit

Human Resources

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

```
var kPlayer = KalturaPlayer55802022 || KalturaPlayer; var config = { targetId:
"kalturaplayer6a7334a96a5ee666866161", provider: { widgetId: "1Qm7rm1pm", partnerId:
"2076321", uiConfId: "55802022" }, playback: { autoplay: false, autopause: false, muted: false, loop:
false }, sources: { options: {}, startTime: 0 }, disableUserCache: "true", plugins: {}, sources: { options:
{}, startTime: 0 }, ui: { showCCButton: false, settings: { showQualityMenu: true, showSpeedMenu:
false }, components: { fullscreen: { disableDoubleClick: false } }, uiComponents: [ { presets:
['Playback', 'Live'], area: 'BottomBarRightControls', replaceComponent: 'Fullscreen', get:
kPlayer.ui.components.Remove } ] } }; // Check and add plugins only if they exist if
(kPlayer.plugins["download"]) { config.plugins.download = { disable: true }; } if
(kPlayer.plugins["transcript"]) { config.plugins["playkit-js-transcript"] = { position: "right", // Default:
bottom;('left', 'right', 'top', 'bottom') to enable transcript. expandMode: "over", // Default:
alongside;('alongside', 'hidden', 'over') expandOnFirstPlay: false, showTime: true, downloadDisabled:
false, printDisabled: false, disable: true }; } if (kPlayer.plugins["preventSeek"]) {
config.plugins.preventSeek = { preventSeekForward: false, preventSeek: false }; }
config.plugins.floating = { disable: true }; if (kPlayer.plugins["navigation"]) { config.plugins.navigation =
{ position: "right", expandMode: "over", expandOnFirstPlay: false, visible: false }; } if
(kPlayer.plugins["hotspots"]) { config.plugins["playkit-js-hotspots"] = { disable: true }; } if
(kPlayer.plugins["moderation"]) { config.plugins["playkit-js-moderation"] = { disable: true }; } if
(kPlayer.plugins["info"]) { config.plugins["playkit-js-info"] = { disable: true }; } if
```

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(kPlayer.plugins["share"]) { config.plugins.share = { disable: true }; } config.ui.uiComponents = []; if  
(kPlayer.plugins["googleAnalytics"]) { config.plugins.googleTagManager = {};  
config.plugins.googleTagManager.customEventsTracking = {};  
config.plugins.googleTagManager.containerId = 'GTM-57RJQ5';  
config.plugins.googleTagManager.customEventsTracking.custom = [];  
config.plugins.googleTagManager.customEventsTracking = { preset: { coreEvents: true, UIEvents:  
false, playlistEvents: false, castEvents: false } }; }
```

```
// Ensure the global player registry array always exists, regardless of embed type.  
window.kalturaPlayerVideos = window.kalturaPlayerVideos || []; try { var thumbEmbedPromise =  
thumbnailEmbed({config, mediaInfo: {entryId: "1dgfvmafo"}}); // thumbnailEmbed() returns a  
Promise that resolves with the player instance // when the user clicks the thumbnail. Use .then() to  
capture the player directly. thumbEmbedPromise .then(function(player) {  
window.kalturaPlayerVideos.push(player); // Notify kalturaDataLayer.js that a new player is ready so  
it can // attach custom event listeners immediately, regardless of when // the user clicked the  
thumbnail relative to page load. document.dispatchEvent(new CustomEvent('kalturaPlayerReady', {  
detail: { player: player } })); }) .catch(function(error) { console.error(error); }); } catch (e) {  
console.error(e.message) }
```

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