

# Cluster Rewards Excellence Lead

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REQ-10083976  
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Индия  
Available in: English

## Сводка

#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](mailto: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>

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Business Unit  
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Functional Area  
Управление персоналом  
Job Type  
Full time  
Employment Type  
Regular  
Shift Work  
No

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