

# SME - Incentive Compensation

Job ID  
REQ-10013236  
Juni 27, 2024  
Indien

## Summary

Hands on Incentive Compensation |IC Technical Skills| and should be able to independently design IC plans, run modelling, provide guidance to the team, etc. Fully accountable as a PMO, ensuring adherence to IC ways of working, IC processes and IC Calendar

## About the Role

Position Title : SME - Incentive Compensation

Location – Hyd-india #LI Hybrid

About the Role:

Provide analytics support to Novartis internal customers (CPOs & Regional marketing and sales teams) on various complexity analytical reports. Support and facilitate data enabled decision making for Novartis internal customers by providing and communicating qualitative and quantitative analytics.

Your responsibilities include but are not limited to

- Proven Project Management skills for owning the delivery of multiple projects, ensuring delivery of efficient and high-quality work.
- Develop and coordinate project plans across the requirement gathering, design, development, testing and deployment stages of a project to support the successful delivery of dashboards.
- Sufficiently hands-on to deep dive and run ad hoc analytics independently, without requiring any support.
- Lead/co-lead support needed to build products/platforms for specific analytics
- Work in collaboration with cross-functional teams to improve value and drive process innovation across brands– continuously expand horizons through experimentation.
- Should be able to lead small engagements and work with small teams to lead, mentor and develop them to address complex business analytics challenges.
- Ability to work independently and as an integral member of the team and attention to detail and quality focused, excellent interpersonal and communication skills, strong influence, negotiation and tact skills, innovative, and collaborative behaviors and strong “can-do” orientation.

What you'll bring to the role:

- Good project management skills to handle multiple projects simultaneously, prioritize tasks, and meet deadlines.
- Hands on Incentive Compensation |IC Technical Skills| – Should be able to independently design IC plans, run modelling, provide guidance to the team, etc.

- IC Design and Compliance: Functions as a leader with vision / subject matter expert. Delivers independently, without requiring any support. Provides recommendations which are mostly accepted. Backs with robust analytics
- IC Analytics Provides detailed technical guidance to the team in terms of the critical metrics to analyze, the methodology to follow and the technical steps to be implemented. Reviews / QCs their work
- IC Ops (Admin) Provides detailed technical guidance to the team in terms of optimized system configuration, reports to process, etc.
- Designs and adheres to Processes that maintain stringent quality control with 0 errors.
- Independently reviews the reports and provides insights to leadership. IC Communications and Project Management. Creates Leadership ready slide decks. Can present to Leadership. Delivers independently, without requiring any support.
- Fully accountable as a PMO, ensuring adherence to IC ways of working, IC processes and IC Calendar

#### Desirable Requirements:

- University/Advanced degree Educational Qualification should be – B-Tech, Masters in Stats, Math's, Informatics & Statistics, MBA with Bachelors in Science, Masters or equivalent experience in Economics or Econometrics. PhD in DS is preferred.
- Min 7+ years of experience in Incentive Compensation |IC|, Pharma, Excel (Excellent), SQL (Basic to Advanced), Analytics, Goaling Design Modeling, Excel, Call Planning / Territory Alignment

#### Why Novartis

**Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us!**

**Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>**

**You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life**

**Handbook. <https://www.novartis.com/careers/benefits-rewards>**

**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>.**

**Commitment to Diversity & Inclusion: Novartis is committed to building an outstanding, inclusive work environment and diverse teams representative of the patients and commu**

**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>

**Join our Novartis Network:** Not the right Novartis role for you? Sign up to our talent community to stay connected and learn about suitable career opportunities as soon as they come up: <https://talentnetwork.novartis.com/network>

Novartis is committed to building an outstanding, inclusive work environment and diverse teams'

representative of the patients and communities we serve.

Division

Operations

Business Unit

CTS

Standort

Indien

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Marketing

Job Type

Full time

Employment Type

Regular

Shift Work

No

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## **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.

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## EEO Statement :

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