

Benefits, Director Finance & Analysis

Job ID
REQ-10078407
май 26, 2026
США

Сводка

Location: East Hanover, New Jersey (#LI-Hybrid)

Novartis will not sponsor visas for this position.

Novartis is unable to offer relocation support for this role: please only apply if this location is accessible for you.

This role is required to be in our East Hanover, NJ office 3x/week.

In this role, you will shape and manage competitive benefit programs across the United States and Canada, driving financial insight and ensuring compliance to support a strong employee experience.

About the Role

Key Responsibilities:

- Strategy and design of active and retiree health, life and disability plans in the US
- Manage the benefits budget, forecasting and analysis of plans' funding.
- Engage and partner with internal and external experts to review and develop the funding and contribution strategies for the plans.
- Oversee compliance and audit responsibilities within the benefits team.
- Subject matter expert for regulatory changes for health, life and disability plans.
- Benefits lead for mergers, acquisitions, and divestitures.
- Responsible for design, compliance and benefits finance relating to Canada's health, life and long term disability plans.

Essential Requirements:

- Minimum 10 years of experience in benefits management
- Proven experience in designing and managing employee benefit plans
- Strong financial acumen
- Proven ability to collaborate across multiple teams and partner with stakeholders
- High level of attention to detail
- Excellent organizational and project management skills
- Strong analytical skills, including advanced Excel proficiency
- Ability to adapt quickly to shifting demands and manage multiple priorities

Desirable Requirements:

- People Leadership
- Strong problem-solving skills

Benefits & Rewards

The salary for this position is expected to range between \$160,300 and \$297,700 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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 \(PDF 30 MB\)](#)

EEO Statement:

The Novartis Group of Companies are Equal Opportunity Employers. We do not discriminate in recruitment, hiring, training, promotion or other employment practices for reasons of race, color, religion, sex, national origin, age, sexual orientation, gender identity or expression, marital or veteran status, disability, or any other legally protected status.

Accessibility & Reasonable Accommodations

The Novartis Group of Companies are 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 application process, or to perform the essential functions of a position, please send an

e-mail to us.reasonableaccommodations@novartis.com or call +1(877)395-2339 and let us know the nature of your request and your contact information. Please include the job requisition number in your message.

Дивизион

People & Organization

Business Unit

Human Resources

Место

США

Состояние

New Jersey

Сайт

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

Аудит и финансы

Job Type

Full time

Employment Type

Regular

Shift Work

No

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