

Analyst - Incentive Compensation

Job ID
REQ-10079130
июл 05, 2026
Индия
Available in: English

Сводка

The Analyst – Incentive Compensation supports the end-to-end lifecycle of incentive compensation programs, including design, analysis, execution, and ongoing operations. The role focuses on ensuring incentive plans are aligned with business objectives, accurately implemented, and effectively communicated to stakeholders.

About the Role

- Partner with managers and cross-functional teams to design and optimize incentive programs that drive desired business outcomes
- Analyze historical sales data, performance trends, and market insights to support goal setting and plan effectiveness
- Manage day-to-day operations of incentive programs, including data collection, validation, calculations, and payout processing
- Develop dashboards, reports, and presentations using Excel, Power BI, or PowerPoint to communicate performance insights and results
- Collaborate with Sales, Finance, and HR teams to ensure clear communication of incentive plans, performance, and payouts
- Ensure data accuracy and quality through rigorous validation and control processes
- Maintain clear and comprehensive documentation of processes, calculations, and outputs
- Identify opportunities to improve processes, reporting, and overall program efficiency
- Ensure compliance with company policies, procedures, and governance standards

Skillset & Qualifications:

- Strong analytical and problem-solving skills with attention to detail
- Ability to interpret data and translate insights into actionable recommendations
- Effective communication and collaboration skills across teams
- Proficiency in Microsoft Office tools (Excel, Access, PowerPoint, Word, Outlook) with ability to create professional reports and visualizations
- Experience with JIM/ZFIR is preferred
- Process-oriented mindset with a focus on accuracy, quality, and continuous improvement

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Дивизион

US

Business Unit

General Management

Место

Индия

Сайт

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Маркетинг

Job Type

Full time

Employment Type

Regular

Shift Work

No

Accessibility and accommodation

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