

# Global benchmarking expert

Job ID  
REQ-10080839  
Июн. 24, 2026  
Индия

## 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.

In this role, you will drive operational excellence in global rewards, managing complex processes, vendors, and systems while ensuring accuracy, structure, and timely delivery. You will act as a key connector across internal stakeholders and external partners, translating strategic objectives into clear guidelines and supporting their implementation. This is a highly autonomous role where your organization, attention to detail, and ability to multitask and communicate confidently will directly impact business outcomes.

## About the Role

### Key Responsibilities:

- Facilitate the global benchmarking survey cycle, including scope definition, stakeholder training, and vendor coordination
- Maintain and update benchmarking documentation (functional matching, governance, training materials) to ensure accuracy and relevance
- Develop training materials (videos, work instructions, process guides) to enable consistent execution and stakeholder understanding
- Ensure data quality and completeness across benchmarking platforms in line with audit requirements
- Support deviation reviews by analyzing market data, business context, and labor trends to define competitive ranges
- Lead benchmarking-related projects, ensuring timely and high-quality delivery of outcomes
- Drive continuous improvement by simplifying and automating processes, and building dashboards and analytics for data-driven decisions
- Support annual budgeting and salary increase processes, ensuring alignment with local market, legal, and stakeholder requirements

### Essential Requirements

- 2 to 5 years of HR Experience (Preferably in Compensation & Benefits)
- Basic understanding of compensation elements in an organizational context
- Ability to thrive in a fast-paced, complex, matrixed, global environment.
- Strong data analytics and presentation skills
- Stakeholder engagement
- Excellent knowledge of MS Office (word, power point and excel)

### 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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Дивизион

People & Organization

Business Unit

Human Resources

Место

Индия

Сайт

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

Управление персоналом

Job Type

Full time

Employment Type

Regular  
Shift Work  
No

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