

Rewards Business Partner France

Job ID
REQ-10021763
Nov 19, 2024
Spain

Summary

To implement Rewards plans, processes and policies for a country, key process or dedicated client group (single business area, e.g. Operations, IMI) in support of the overall Rewards effort to provide competitive and cost effective Rewards practices.

About the Role

Key Responsibilities:

- Ensure the operational conversion of the Rewards strategic goals within a country, Key Rewards process or dedicated client group.
- Participate in and analyze surveys, and study labor markets to determine salary trends/ranges.
- Coordinate and support the administration of compensation or benefits programs on a recurring basis for assigned client group or country/BU.
- Benchmark labor market trends propose salary structure and adjustments to the business based on survey data.
- Analyze jobs and specifications on an ad hoc or recurring basis and support the job evaluation process for assigned client groups.
- Provide recommendations on internal and external benchmarking and reward policies; typically for assigned client groups within country or global BU.
- Deliver training to specific client groups on reward programs or Rewards related processes.
- Support the budget planning discussions.
- Support the Employee Relations Head in the preparation of the meetings with Unions about all Rewards related topics as SME.
- Participate in, or lead Rewards projects at country or BU level.

Key Requirements:

- Master's degree in business administration and/or Human Resources
- French native / Professional level of English is essential

- Minimum 4 – 6 years of experience in Rewards area
- Familiar with working in a complex, matrix environment with continuous change and occasionally conflicting priorities
- Very good negotiation skills
- Experience with tariff agreements and respective legal framework
- Analytical and numbers-oriented background essential
- Communication, presentation skills required
- Direct experience with French market support

You'll receive (Applicable for Prague)

Monthly pension contribution matching your individual contribution up to 3% of your gross monthly base salary; Risk Life Insurance (full cost covered by Novartis); 5-week holiday per year; (1 week above the Labour Law requirement) ; 4 paid sick days within one calendar year in case of absence due to sickness without a medical sickness report; Cafeteria employee benefit program – choice of benefits from Benefit Plus Cafeteria in the amount of 12,500 CZK per year; Meal vouchers in amount of 105 CZK for each working day (full tax covered by company); Public Transportation allowance; MultiSport Card, Employee Share Purchase Plan. Find out more about Novartis Business Services: <https://www.novartis.cz/>

Accessibility and accommodation:

Novartis is committed to working with and providing reasonable accommodation to all individuals. If, because of a medical condition or disability, you need a reasonable accommodation for any part of the recruitment process, or in any order to receive more detailed information about essential functions of a position, please send an e-mail to inclusion.switzerland@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>

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>

Benefits and Rewards: Read our handbook to learn about all the ways we'll help you thrive personally and professionally: <https://www.novartis.com/careers/benefits-rewards>

Division

People & Organization

Business Unit

CTS

Location

Spain

Site

Barcelona Gran Vía

Company / Legal Entity

ES06 (FCRS = ES006) Novartis Farmacéutica, S.A.

Alternative Location 1

Prague, Czech Republic

Functional Area

Human Resources

Job Type

Full time

Employment Type

Regular

Shift Work

No

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