

# Rewards Business Partner France

Job ID

REQ-10021763

Sep 20, 2024

République tchèque

## Résumé

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](mailto: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>

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Novartis is committed to building an outstanding, inclusive work environment and diverse teams' representative of the patients and communities we serve.

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