

Consultant - Incentive Design, Commercial Design and Advisory (CDA)

Job ID

REQ-10042575

May 26, 2025

India

Summary

In the CDA team, the consultant role (Incentive Compensation) will oversee the design, implementation, and management of incentive compensation programs for Novartis brands in collaboration with the core IC team. This role focuses on managing senior stakeholder relationships, pioneering innovative solutions, and delivering subject-matter expertise to bolster effective IC Design and smooth operations. The consultant plays a pivotal role in elevating the Novartis Field IC strategy (for different force forces – sales, medical and patient services) to the best in the industry. The consultant also collaborates with the local support functions to swiftly resolve experience issues.

Beyond this, the consultant role provides role-model leadership within the team, championing internal initiatives that strengthen stakeholder partnerships, foster innovation, cultivate people and culture, and to drive operational excellence.

About the Role

Consultant - Incentive Design

Location – Hyderabad #LI Hybrid

Key Responsibilities:

- Act as a subject matter expert (SME) on Incentive compensation functional area and drive leadership, innovation and operational excellence through successful execution of projects
- Lead and enable project management and delivery of large-scale Incentive strategy projects elevating enterprise incentive strategy, including requirements gathering, work scoping, project plan development, stakeholder alignment, internal collaboration management, and resource allocation.
- Provide advisory to the field and functional stakeholders across all the Incentive workstreams – plan design, plan administration/operations, IC reporting, communications & governance
- Maintain exemplary relationship and communication with all business stakeholders, including internal associates, leaders, and clients, through regular updates focused on achievements, KPIs, best practices, staffing changes, and key events.
- Lead and drive stakeholder meetings with the field and brand leadership to communicate Incentive solutions and enable change management. Lead and drive delivery of ad hoc incentive analytics, incentive frameworks, and new SOPs contributing to the broader Incentive strategy
- Enable timely delivery of efficient, high-quality outputs to the business stakeholders, and improve on business SLAs through knowledge gains of cross-functional exercises and partnership with industry experts. Support and collaborate with other field strategy stakeholders, beyond scope of Incentive

compensation, to enable broader field GTM

- Support team operations by developing proposal documentations, post-project activities, along with ensuring compliance in internal Ops processes. Oversee end-to-end people management responsibilities for 2-4 associates, acting as a role model for the team by exemplifying Novartis core values and behaviors.

Essential Requirements:

- A graduate degree in an analytical Field, Life Sciences or Science & Technology domains
- Experience (8+ years) in mgmt./business consulting projects for pharmaceutical companies
- Experience (5+) in leading Incentive projects in a healthcare consulting firm
- Experience with commercial, medical, patient services and market access functions
- Experience (4+) in leading projects with cross-functional and cross-location associates
- Experience of working in a matrix and geographically dispersed environment
- Exceptional communications to engage and partner with senior stakeholders (Exe. Dir & Dir.)
- Strong analytical thinking with excellent problem-solving approach and high learning agility
- Proactive and results-focused, with proven ability to provide insights to increase productivity

Desirable Requirements:

- MBA/Postgraduate in Marketing, Consulting or Analytics focused domains

Why Novartis: Our purpose is to reimagine medicine to improve and extend people's lives and our vision is to become the most valued and trusted medicines company in the world. How can we achieve this? With our people. It is our associates that drive us each day to reach our ambitions. Be a part of this mission and join us! Learn more here: <https://www.novartis.com/about/strategy/people-and-culture>

You'll receive: You can find everything you need to know about our benefits and rewards in the Novartis Life Handbook. <https://www.novartis.com/careers/benefits-rewards>

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.

Join our Novartis Network: If this role is not suitable to your experience or career goals but you wish to stay connected to hear more about Novartis and our career opportunities, join the Novartis Network here: <https://talentnetwork.novartis.com/network>.

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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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>

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Business Unit
Universal Hierarchy Node
Location
India
Site
Hyderabad (Office)
Company / Legal Entity
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Functional Area
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Job Type
Full time
Employment Type
Regular
Shift Work
No
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Accessibility and accommodation

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