

Rewards Business Partner France

Job ID
REQ-10021763
Nov 19, 2024
Spain

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.

Role Requirements

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

Czech Republic

Functional Area
Human Resources
Job Type
Full time
Employment Type
Regular
Shift Work
No

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