

Benefits, Director Finance & Analysis

Job ID

REQ-10078407

May 26, 2026

LOC_US

About the Role

Key Responsibilities:

- Strategy and design of active and retiree health, life and disability plans in the US
- Manage the benefits budget, forecasting and analysis of plans' funding.
- Engage and partner with internal and external experts to review and develop the funding and contribution strategies for the plans.
- Oversee compliance and audit responsibilities within the benefits team.
- Subject matter expert for regulatory changes for health, life and disability plans.
- Benefits lead for mergers, acquisitions, and divestitures.
- Responsible for design, compliance and benefits finance relating to Canada's health, life and long term disability plans.

Essential Requirements:

- Minimum 10 years of experience in benefits management
- Proven experience in designing and managing employee benefit plans
- Strong financial acumen
- Proven ability to collaborate across multiple teams and partner with stakeholders
- High level of attention to detail
- Excellent organizational and project management skills
- Strong analytical skills, including advanced Excel proficiency
- Ability to adapt quickly to shifting demands and manage multiple priorities

Desirable Requirements:

- People Leadership
- Strong problem-solving skills

Benefits & Rewards

The salary for this position is expected to range between \$160,300 and \$297,700 per year. The final salary offered is determined based on factors like, but not limited to, relevant skills and experience, and upon joining Novartis will be reviewed periodically. Novartis may change the published salary range based on company and market factors. Your compensation will include a performance-based cash incentive and, depending on the level of the role, eligibility to be considered for annual equity awards. US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a US-based eligible employees will receive a comprehensive benefits package that includes health, life and disability benefits, a 401(k) with company contribution and match, and a variety of other benefits. In addition, employees are eligible for a generous time off package including vacation, personal days, holidays and other leaves.

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>

Benefits and Rewards: Learn about all the ways we'll help you thrive personally and professionally.

[Read our handbook \(PDF 30 MB\)](#)

Division

DIV_PO

Business Unit

Human Resources

Location

LOC_US

Site

East Hanover

Company / Legal Entity

U061 (FCRS = US002) Novartis Services, Inc.

Functional Area

FCT_FN

Job Type

Full time

Employment Type

Regular

Shift Work

No

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