

Product Owner, Core Compensation & Benefits Enterprise Innovation & Solution

Job ID

REQ-10082944

Jul 31, 2026

LOC_IN

About the Role

Key Responsibilities:

- Manage the day-to-day relation with Rewards and Benefit technology vendors and cluster benefits lead on benefits platform management.
- Collect the change request from the cluster leads, review the requirements and get them approved by the PTDI governance board.
- Corporate action: Assessment of new features from the technology vendor and lead the implementation of enterprise-level system enhancements.
- Responsible for the vendor management of the technology provider related to service delivery (SLAs/KPIs), cost management, etc.
- The role not only limited to system in scope but also includes to work on other HR technology systems of scope Talent Acquisition, Learning, Performance Management, Talent Management, Rewards, People Experience and Services systems. This role involves managing and maintaining various HR systems (GxP and non GxP) to provide knowledge and guidance, resolve issues and incidents, implement system changes and supports the delivery of vendor releases. The role directly fulfils service requests and resolves incidents with their combined functional knowledge and technical skills to enhance user experience, improve process efficiency, and ensure compliance with industry and company-specific requirements.
- AI-literate Product Owner capable of defining, delivering, and scaling enterprise AI solutions—combining strong data/AI fluency, hands-on AI application, and governance-led product thinking
- The HR Technology Product Owner will partner with PTDI teams, HR business stakeholders (e.g.GPOs, COEs, PS&S), and DDIT organization for all aspects related to current technologies as follows:
 - For new technologies to be integrated within the existing landscape, to enable successful Go Lives, the HR Technology Product Owner will partner with the relevant stakeholders within PTDI team to identify & deliver any required changes in the current landscape.
 - all aspects related to existing technology landscape and related topics, will partner with HR Business stakeholders (e.g. GPOs, COEs, PS&S) & DDIT. Such are related to design and delivery of system enhancements, HR projects relevant to the HR technologies in scope starting from prioritization of business requirements, solution design & configuration, translations, knowledge management, training requirements as well as impacts in Novartis process taxonomy and NFCM. As well for the systems release management.
- The HR Technology Product Owners are also the Level 3 support owners; they are the highest escalation point to address incidents and approve any enhancement request for the existing technologies

Essential Requirements:

- Bachelor's degree in engineering or equivalent experience in HR systems or related field.
- Minimum 5 years' experience in Workday Reward and Benefit end to end process knowledge of Workday Core Compensation, Advance Compensation and Workday Benefits Module.
- Minimum an overall 10-year Knowledge and experience with HR technologies and tools. (e.g., Workday, ServiceNow,

SAP HCM, Cornerstone on Demand and Reporting.

- Experience in system implementation, configuration, and support with strong experience with Agile methodologies. Strong experience with Service Management and Delivery
- AI Fluency & Product Thinking (Non-negotiable baseline) Solid working knowledge of AI/ML fundamentals (LLMs, GenAI, Agents, ML basics). Ability to translate business problems into AI use cases and product features. Strong understanding of where AI adds value vs. where it should not be used. Experience managing AI lifecycle (idea → PoC → MVP → scale)
- Comfortable with probabilistic systems and continuous improvement loops
- Excellent communication and interpersonal skills.

Desirable Requirements:

- Experience in Global/ MNC and complex & matrixed organizations.
- Workday certifications in Advanced Compensation, Core Compensation, and Workday Benefits would be a strong advantage.
- Working knowledge of benefits administration platforms such as Benefex, Equatex, or similar benefits and equity management solutions is highly desirable.
- Experience configuring, supporting, or enhancing benefits and compensation processes within Workday and related integrated platforms is preferred.

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_IN

Site

Hyderabad (Office)

Company / Legal Entity

IN10 (FCRS = IN010) Novartis Healthcare Private Limited

Functional Area

FCT_HR

Job Type

Full time

Employment Type

Regular

Shift Work

No

[Apply to Job](#)

Job ID

REQ-10082944

Product Owner, Core Compensation & Benefits Enterprise Innovation & Solution

[Apply to Job](#)

Source URL: <https://jobapi.novartis.com/req-10082944-product-owner-core-compensation-benefits-enterprise-innovation-solution>

List of links present in page

1. <https://jobapi.novartis.com/req-10082944-product-owner-core-compensation-benefits-enterprise-innovation-solution>
2. <https://www.novartis.com/about/strategy/people-and-culture>
3. https://www.novartis.com/sites/novartis_com/files/novartis-life-handbook.pdf
4. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Hyderabad-Office/Product-Owner-Core-Comp-and-Benefits-Enterprise-Innovation-and-Solution_REQ-10082944-1
5. https://novartis.wd3.myworkdayjobs.com/en-US/Novartis_Careers/job/Hyderabad-Office/Product-Owner-Core-Comp-and-Benefits-Enterprise-Innovation-and-Solution_REQ-10082944-1