

# Product Owner, Core Compensation & Benefits Enterprise Innovation & Solution

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## Сводка

#LI-Hybrid

Location: Hyderabad, India

### About The Role:

The HR Technology Product Owner acts as owner of specific HR technologies/modules, manage the Reward and Benefits technology in Workday and other tools, focusing on review of change request requirements from countries, governance of change requests, coordination with Data Digital & IT (DDIT) on internal IT aspects, deployment of new technical enhancement from technology vendors and vendors management to improve the user experience and benefits administration service delivery in close collaboration with cluster benefits and compensation leads, APD, DDIT and other HR functions. The role reports directly to the Director Reward Enterprise and Innovation Solutions.

## 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 fulfills 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, Edifice, 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.

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Управление персоналом  
Job Type  
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Employment Type  
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Shift Work  
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