![CareerCross by JAC Recruitment]

## 【900〜1100万円】Compensation Benefits Senior Analyst

**半導体メモリ開発企業での募集です。 労務・労政のご経験のある方は歓迎です。**

## Job Information

**Recruiter**
JAC Recruitment Co., Ltd.

**Hiring Company**
半導体メモリ開発企業

**Job ID**
1522715

**Industry**
Electronics, Semiconductor

**Company Type**
International Company

**Job Type**
Permanent Full-time

**Location**
Tokyo - 23 Wards

**Salary**
9 million yen ~ 11 million yen

**Work Hours**
09:00 〜 17:30

**Holidays**
【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 GW 夏季…

**Refreshed**
June 13th, 2025 11:01

## General Requirements

**Career Level**
Mid Career

**Minimum English Level**
Business Level

**Minimum Japanese Level**
Native

**Minimum Education Level**
Bachelor's Degree

**Visa Status**
Permission to work in Japan required

## Job Description

【求人No NJB2281341】
■Regularly benchmark and evaluate programs for improvements.
■Collaborate with internal partners to implement necessary changes.
■Gather and review feedback on current and future needs.
■Communicate changes with relevant personnel and ensure legal compliance.
■Support onboarding/offboarding related to programs.

■Identify and address employee needs and program inquiries.
■Recommend solutions aligned with business objectives and budget.
■Provide training on Total Rewards topics and solicit feedback for improvements.
■Conduct New Job Analysis and Maintain Job Inventories
■Interview leaders to define job descriptions and assess job matches.
■Justify new job requirements and follow up on recommended actions.
■Ensure Regulatory Compliance
■Stay updated on regulations and consult with authorities.
■Identify liabilities and implement compliance solutions.
■Establish and Maintain Pay Ranges
■Collect and analyze data from market surveys to validate pay ranges.
■Recommend changes based on compensation strategy and consult with executives.
■Design generate and distribute reports as needed.
■Analyze results and develop recommendations based on data.
■Process and audit data change requests and resolve system errors.
Ensure data integrity and address issues accordingly.
■Participate in project teams as a representative of the Total Rewards team and provide expertise in Japan.

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## Required Skills

■Minimum 8 years of Compensation Benefits experience in reputed tech companies in Japan
■Bachelor's Degree or equivalent experience in related field
■Must have advanced Microsoft Excel Skills
■PowerPoint and Word proficiency
■Ability to analyze data identify data quality issues and provide solutions or approaches to solve data problems with fair amount of knowledge in statistical methods.
■Very strong verbal and written communication skills in Japanese English

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## Company Description

ご紹介時にご案内いたします