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PR/117223 | Specialist Rewards

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1540389

Industry
Other (Trade)

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
June 4th, 2025 12:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Business Level

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Specialist Rewards

We are now looking for Specialist Rewards who have experience in Performance & Rewards (P&R) , compensation & benefits for our client in Jewelry company.

Location : Bangkok

Key Responsibilities:

- **Compensation Analysis:** Evaluate market data, industry trends, and competitor benchmarks to assess the competitiveness of compensation packages. Use salary surveys and data sources to define salary ranges and pay structures.
- **Salary Structure Management:** Oversee global salary structures, pay grades, and job classifications based on

market research and job evaluations. Ensure fairness and consistency within the organization while considering experience, performance, and market demands. Establish salaries for internal promotions.

- **Compensation Planning:** Partner with HR and leadership to design compensation strategies, including merit increases, bonuses, incentives, and recognition programs. Report and track annual compensation expenses, while forecasting for financial planning.
- **Compensation Administration:** Manage reward programs, including annual salary reviews, incentive payouts, and bonus calculations. Ensure accuracy and timely execution of salary adjustments, promotions, and related transactions.
- **Compliance Management:** Align compensation practices with global reward strategies and principles, adhering to internal guidelines for program design, implementation, and administration.
- **Data Management & Reporting:** Analyze and monitor compensation data, covering salary levels, job classifications, and incentive plans. Generate reports, dashboards, and insights for stakeholders, identifying trends and variances.
- **Communication:** Clearly convey compensation policies and updates to stakeholders. Address inquiries, provide guidance, and facilitate training sessions to enhance HR's understanding of compensation processes.
- **Continuous Improvement:** Regularly review and refine compensation strategies to ensure efficiency, fairness, and effectiveness. Recommend enhancements to policies, systems, and practices based on best practices and organizational needs.

Qualifications:

- Bachelor's degree or higher in Human Resources, Business Administration, Finance, or a related field (Master's degree or relevant certifications preferred).
- 3-5 years of experience in compensation, rewards, and benefits.
- Expertise in Microsoft Office (Excel, PowerPoint, Word), including VBA and macros. Familiarity with HRIS (SuccessFactors Compensation Module).
- Knowledge of Mercer IPE methodology.
- Basic understanding of labor law and strong communication skills.
- Analytical mindset with logical and systematic thinking abilities.
- Fluency in English, with Thai and/or Vietnamese language skills as a plus.

Company Description