



## 【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

1550179

#### 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

July 10th, 2025 15:56

### 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