



PR/118417 | Head of Total Rewards Strategy

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1564217

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

January 27th, 2026 14:00

General Requirements

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Head of Total Rewards Strategy

Role Overview

The Head of Reward Design is a senior-level strategic position responsible for crafting and executing comprehensive compensation and rewards strategies that attract, retain, and inspire top talent. This role demands deep expertise in reward psychology, market trends, and organizational behavior to develop innovative systems aligned with both business goals and employee motivation.

Key Responsibilities
Strategic Planning & Execution

- Develop and implement holistic compensation and benefits strategies that align with business objectives and support talent acquisition and retention.
- Create forward-thinking reward models that balance immediate incentives with long-term value creation.
- Establish total rewards philosophies and policies that reflect the company's values and market stance.
- Lead the design and rollout of annual and long-term incentive programs, including executive compensation plans.

Market Research & Benchmarking

- Conduct in-depth market analysis to benchmark pay levels, benefits, and incentive structures against industry standards.
- Stay informed on market trends and emerging practices in reward and compensation.

- Ensure compliance with legal standards and best practices in pay equity and compensation.
- Provide data-driven recommendations to senior leadership for refining reward strategies.

Program Development & Oversight

- Lead the design and administration of global equity and incentive plans.
- Develop recognition programs and non-financial reward initiatives.
- Build performance-based reward systems that encourage desired behaviors and outcomes.
- Ensure scalability and adaptability of reward programs to support organizational growth and transformation.

Qualifications

- Bachelor's degree in Human Resources, Finance, Accounting, or Marketing.
- At least 10 years of experience in HR leadership roles.
- Minimum 5 years of proven success in leading teams.
- Strong strategic planning capabilities.
- Prior experience as an HR Consultant is essential.
- Advanced proficiency in HRIS platforms.
- Skilled in conflict resolution and change management.
- Solid project management background.
- Collaborative and client-focused approach.
- Excellent analytical and problem-solving abilities.

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Company Description