



## PR/118757 | Compensation & Benefits Specialist

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1572252

**Industry**

IT Consulting

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

February 10th, 2026 12:01

### General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Basic

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**Key Responsibilities:**

- Develop and manage compensation and benefits policies and procedures.
- Conduct job evaluations and salary benchmarking to maintain market competitiveness.
- Administer employee benefits programs (e.g., health insurance, retirement plans).
- Ensure compliance with labor laws and regulations related to compensation, benefits, and payroll.
- Partner with HR and leadership to resolve compensation-related matters and provide strategic guidance.
- Prepare and present reports on compensation, benefits, and payroll metrics to senior management.
- Oversee payroll processing to ensure accuracy and compliance.

- Respond to employee inquiries regarding payroll and benefits in a timely and professional manner.

**Qualifications:**

- Minimum 7 years of experience in compensation & benefits or payroll management.
- Strong understanding of compensation structures, benefits administration, and labor regulations.
- Proficient in HRIS and payroll systems.
- Excellent analytical, communication, and interpersonal skills.
- Detail-oriented with strong organizational abilities.
- Able to work independently and collaboratively.
- Committed to maintaining confidentiality and handling sensitive information with care.

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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**Company Description**