Rewards Manager Market Japan

外資系企業での募集です。 人事制度のご経験のある方は歓迎です。

Job Information

Recruiter
JAC Recruitment Co., Ltd.

Hiring Company
外資系企業

Job ID
1573676

Industry
Medical Device

Company Type
International Company

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
7.5 million yen ~ 16 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 有給休暇:初年度最大20日間（入社月により変動） ※詳細はオファー時にご確認くだ…

Refreshed
February 19th, 2026 04:00

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 NJB2337569】
The People Rewards Specialist is responsible for creating and updating Rewards policies assessing budgets for various programs ensuring they align with market trends and company's Rewards' strategy working under general supervision. The role provides guidance on compensation and benefits to employees managers and recruiters and conducts market analysis to develop competitive programs that attract top talent and comply with local regulations. The role works with cross functional teams to implement reward programs that support broader business objectives handles job evaluations and conducts audits

to guarantee compliance with legal and Philips' internal policies.

Job Responsibilities:

· Creates and assesses budgets for merit increases retention strategies and incentive programs analyzes external market data forecasts local market trends and ensures alignment with company's overall compensation strategy working under general supervision.

· Provides subject matter expertise and guidance to functional managers and recruiters on various rewards matters including grading job evaluations salary policies benefits and international mobility practices ensuring consistency and alignment with corporate policies.

· Conducts thorough analysis of market trends and compensation data to inform the development of competitive reward programs prepares detailed reports on rewards related topics including compensation analyses market trends and policy updates sharing these reports with senior management to support informed decision making.

· Creates and updates rewards policies to ensure compliance with local regulations and internal governance standards drafting new policies revising existing ones and ensuring all practices adhere to regulatory requirements.

· Performs job evaluations and grading to determine appropriate compensation levels for various roles within the organization applying established methodologies and ensuring consistency across all job families and levels.

· Contributes to the design and implementation of reward processes tools and standards under the guidance of senior professionals specifying new processes setting tactical plans and ensuring efficient execution.

· Assists in managing relationships with external Rewards vendors ensuring they meet contractual obligations and deliver high quality services participating in vendor selection processes and conducting regular performance reviews.

· Handles employee benefits programs including health insurance retirement plans and wellness initiatives to ensure comprehensive coverage and support for employees' well being.

· Answers employee questions provides detailed explanations and ensures that all information is easily understood to help employees make informed decisions about their benefits and compensation packages

Job Family Description

· Conducts job evaluations and classifications to support fair and equitable compensation practices including salary benchmarking benefits administration incentive program development policy creation data management employee communication People Function metrics analysis regulatory compliance and vendor management.

Required Skills

Minimum Required Qualifications:

Education:

· Bachelor's Degree in Human Resources Business Administration or equivalent.

Experience:

· Minimum 5 years of experience with Bachelor's in areas such as Rewards Management Human Resources or equivalent OR no prior experience required with Master's Degree.

Preferred Skills:

Technical / Functional Skills:

· Rewards Policies and Processes

· Regulatory Compliance

· Data Analysis Interpretation

· Documentation Reporting

· Rewards Administration

· Market Intelligence

· Auditing Techniques

· Consulting

· Program Management

· Vendor Management

・ Compensation Benchmarking

・ Stakeholder Management

・ Resource Planning Allocation

・ Continuous Improvement

・ Technology Acumen

Company Description

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