



JAC Recruitment

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JAC Recruitment Thailand

PR/119916 | Rewards specialist

Job Information

Recruiter

[JAC Recruitment Thailand](#)

Job ID

1600293

Industry

Retail

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 8th, 2026 07:00

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

C&B specialist

Location: Bangkok

- Perform an in-depth analysis of market data, industry trends, and competitive benchmarks to assess the competitiveness of our compensation packages. Use salary surveys and other resources to make informed decisions regarding salary ranges and pay scales.
- Maintain global salary structures, pay grades, and job classifications based on job evaluations and market research. Ensure internal equity and consistency across the organization while considering factors such as experience, performance, and market demand. Determine salaries for internal promotions.
- Work with HR and management to develop compensation plans, including merit increases, bonuses, incentives, and recognition programs. Report and track annual compensation expenditures and provide forecasts to finance.
- Manage compensation programs, including the annual salary review process, incentive payouts, and bonus calculations. Ensure accuracy and timeliness in processing compensation changes, promotions, and other salary-

related transactions.

- Ensure alignment with our internal global reward strategies and philosophy by adhering to established guidelines and principles for designing, implementing, and administering compensation programs across the organization worldwide.
- Monitor and analyze databases of employee compensation data, including salary levels, job classifications, and incentive plans. Prepare reports, metrics, and dashboards to track compensation trends, analyze variances, and provide insights to stakeholders.
- Effectively communicate compensation policies, procedures, and changes to stakeholders. Respond to inquiries, provide guidance on compensation matters, and facilitate training sessions to increase awareness and understanding within HR.
- Continuously evaluate and improve compensation practices and processes to enhance efficiency, fairness, and effectiveness. Recommend updates to policies, systems, and practices based on feedback, best practices, and organizational needs.

Qualifications

- Bachelor's degree or higher in Human Resources, Business Administration, Finance, or a related field.
- Minimum 3 - 5 years of experience in compensation/reward & benefits area.
- Experienced in compensation & benefits and human resources management.
- Have basic labour law knowledge.
- Good at logical and systematic thinking, analytical skill, and attention to details.
- Good communication skill.
- Have knowledge about Mercer IPE is a must.
- Skillful in MS excel.

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.

Privacy Policy Link: <https://www.jac-recruitment.th/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.th/terms-of-use>

Company Description