



## Total Rewards Manager/ C&B Manager

Global well known FMCG company

### Job Information

#### Recruiter

PEAK Recruitment Japan K.K.

#### Job ID

1600597

#### Industry

Daily Necessities, Cosmetics

#### Company Type

Large Company (more than 300 employees) - International Company

#### Non-Japanese Ratio

About half Japanese

#### Job Type

Permanent Full-time

#### Location

Tokyo - 23 Wards

#### Salary

9 million yen ~ 11 million yen

#### Salary Bonuses

Bonuses included in indicated salary.

#### Refreshed

July 16th, 2026 00:00

### General Requirements

#### Minimum Experience Level

Over 3 years

#### Career Level

Mid Career

#### Minimum English Level

Daily Conversation

#### Minimum Japanese Level

Fluent

#### Minimum Education Level

Associate Degree/Diploma

#### Visa Status

Permission to work in Japan required

### Job Description

#### Responsibilities

Rewards Strategy & Best Practices: Lead the design, implementation, and communication of total rewards programs in alignment with both local market conditions and global strategies.

Collaboration with Regional COE: Collaborate with the regional Centers of Expertise (COE) to contribute innovative ideas

and solutions that align with both local and regional reward objectives.

Stakeholder Management: Build strong relationships with key stakeholders across the business, including HR, leadership, and functional teams, to effectively communicate and manage rewards programs.

Vendor Management: Drive selection, performance, cost budgeting of related Total Rewards Vendors in Japan

Compliance & Governance: Advise & Review on Japan-specific rewards related regulations and ensure the company complies with all local labor laws & internal standards.

#### **Accountabilities (Time in %)**

Develop & implement ongoing or new/ upgrade total rewards programs/ schemes for market competitiveness/ differentiation & inclusion 25%

Engage/ Collaborate/ Guide CoE, Country HR, HRBPs on ongoing country/ BU TR needs, implementation, gather feedback 25%

Work with external vendors on marketing data gathering, survey participation, benchmarking thereby bringing insights & analytics to the team, creating conclusions that drive actions 20%

Compliance/ Governance of local rewards policies & regulations 10%

Project Management / agile work 20%

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#### **Required Skills**

- At least 5 years of experience in Total Rewards, compensation, job evaluation, C&B, or related areas.
  - Strong Japan market knowledge.
  - Experience in a global or multinational company.
  - Good understanding of compensation cycle, benchmarking, salary review, bonus planning, and benefits.
  - Strong analytical skills and comfort with data.
  - Good stakeholder management.
  - Able to work independently.
  - Good Japanese and English across reading, writing, and speaking.
  - Bachelor's or Master's degree in HR, business, or equivalent.
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#### **Company Description**