

Global Compensation & Benefits Manager [Total Rewards]

Job Information

Recruiter
SPOTTED K.K.

Job ID
1607611

Industry
Other

Job Type
Permanent Full-time

Location
Tokyo - 23 Wards

Salary
8 million yen ~ 12 million yen

Refreshed
November 9th, 2026 03:00

General Requirements

Minimum Experience Level
Over 3 years

Career Level
Mid Career

Minimum English Level
Business Level

Minimum Japanese Level
Native Level

Minimum Education Level
Bachelor's Degree

Visa Status
Permission to work in Japan required

Job Description

Tokyo, Japan | Hybrid | Full-time

Our client is a global leader in its industry, a fast-growing deep-tech company with operations across multiple international markets and a strong culture of innovation and engineering excellence.

We're hiring on their behalf for a Global Rewards Manager — a newly created role reporting to the Global Head of HR, responsible for building a global Compensation & Benefits function from the ground up. Until now, comp and reward practices have evolved independently across entities; this role will design and implement a unified global framework and drive harmonization across markets.

Key Responsibilities

- Develop and execute a global rewards strategy, including compensation governance, policy frameworks, and annual

review cycles (salary planning, merit, promotions)
- Design and implement a global job architecture and leveling framework, scalable across regions
- Develop and expand long-term incentive programs, including equity compensation, for broader leadership populations
- Partner with country HR and business leaders, lead market benchmarking, and manage external rewards consultants

What's Offered

- Competitive salary, based on experience
- Full flex working arrangements, hybrid model (3 days/week in office)
- A rare opportunity to build a global function from scratch, with direct visibility to senior HR and business leadership
- Global, fast-growing, mission-driven work environment

Required Skills

What We're Looking For

- 5+ years of progressive experience in Compensation, Total Rewards, or Global Rewards
- Proven experience implementing job architecture, career frameworks, and global leveling methodologies
- Strong understanding of global compensation strategy, market benchmarking, and reward governance
- Native-level Japanese and business-level English

Company Description