



PR/120230 | Total Rewards

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1607773

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 1st, 2026 05:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Total Rewards

Location : Bangkok

Salary : 70,000 - 75,000 THB/m.

Key Responsibilities

Compensation & Benefits

- Act as the subject matter expert in Compensation & Benefits, providing analysis and recommendations to strengthen reward policies, programs, and benefit plan designs.
- Develop and communicate global Compensation & Benefits policies, procedures, and guidelines, ensuring alignment with Performance Management frameworks and other HR processes.
- Create implementation strategies for Group-wide compensation and benefits standards while adapting them to local regulations and market practices.
- Monitor market trends and introduce innovative reward solutions, including incentive programs, compensation structures, career frameworks, and salary mix strategies.
- Recommend and oversee the use of compensation benchmarking data across Group companies, ensuring data relevance and quality.
- Ensure compensation programs remain competitive in the external market and aligned with the organization's compensation philosophy.

Global Grading

- Assist the Function Head in the development and continuous enhancement of the Global Grading framework and related processes.
- Maintain standardized methodologies and criteria for job evaluation, position calibration, and grade allocation.
- Coordinate and monitor job grading reviews and updates for key positions across the Group.
- Ensure consistency and standardization of job families, job titles, and organizational structures throughout the organization.

Global Mobility

- Support the Function Head in developing and improving Global Mobility policies, processes, and cross-border assignment guidelines to align with business objectives.
- Identify and maintain reliable Cost of Living Allowance (COLA) indices used across Group companies and monitor their effectiveness.
- Provide guidance and support to Group companies in developing local mobility-related policies and practices.
- Assist in designing and reviewing expatriate compensation and benefits packages for individual international assignments.

HR Data Analytics & Reporting

- Deliver global HR analytics by gathering, analyzing, and interpreting workforce data and HR metrics.
- Identify trends, generate actionable insights, and recommend solutions to support business objectives and address organizational challenges.
- Develop dashboards, reports, and analytical tools to facilitate data-driven decision-making.

Education Requirements

- Bachelor's degree in Human Resources Management, Political Science, Business Administration, or a related field.
- A Master's degree is considered an advantage.

Relevant Experience

- 5-8 years of experience in Compensation & Benefits, HR Analytics, or related HR functions.

Required Skills & Competencies

- At least 3 years of hands-on experience in Compensation & Benefits and HR analytics.
- Strong analytical and problem-solving capabilities with the ability to interpret complex data.
- Solid understanding of job evaluation, job analysis, and grading methodologies.
- Excellent communication, negotiation, time-management, and self-management skills.
- Collaborative team player with a proactive mindset and practical approach to execution.

- Ability to thrive in a fast-paced environment and manage competing priorities under tight deadlines.
- Advanced proficiency in Microsoft Office applications, particularly Excel and PowerPoint, as well as Power BI and dashboard reporting tools.
- Fluent English communication skills are essential; proficiency in additional languages is highly desirable.

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