

PR/120481 | C&B Manager

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1614491

Industry
Logistics, Storage

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 12:00

General Requirements

Minimum Experience Level
Over 10 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

Compensation & Benefits (C&B) is responsible for managing employee rewards, including salary, bonuses, incentives, and benefits, to ensure the company remains competitive in attracting and retaining talent while maintaining internal fairness and cost effectiveness.

Responsibilities:

- Oversee and maintain the organization's compensation framework, including salary structures and remuneration guidelines.
- Conduct market compensation analysis and benchmarking to support competitive pay practices.
- Monitor and promote fair and consistent compensation practices across the organization.
- Coordinate annual compensation activities, including salary adjustments, promotion increases, and performance-based rewards.
- Develop and manage incentive programs and variable compensation schemes aligned with business objectives.

Qualifications:

- Bachelor’s degree in Human Resources, Business Administration, Finance, or a related field.
- 5–10+ years of HR experience, with significant expertise in Compensation and Benefits.
- Experience with HRIS and payroll systems.
- Strong in MS. Excel (Advance Level).
- Strong in English Communication.
- Strong in TAX Calculation.
- Can work under pressure.
- Create air, competitive, and sustainable reward programs that support both employee engagement and organizational objectives.

About the company:
A well-established multinational logistics and container shipping company with extensive operations across Asia, providing end-to-end transportation and supply chain solutions to support international trade and business growth.

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Company Description