



JAC Recruitment

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JAC Recruitment Thailand

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

September 29th, 2026 10:16

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.

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>

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Company Description