



Understanding People

Global Rewards Director / グローバル報酬ディレクター

Flexible hours | Remote work

Job Information

Recruiter

Specialized Group

Job ID

1614656

Industry

Machinery

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

Negotiable, based on experience

Refreshed

September 29th, 2026 17:50

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

Director, Global Rewards Strategy グローバル報酬ディレクター (Flexible hours, Remote work)

Overview

Our client, a leading global company in the space industry, is seeking a Director to lead the development of a scalable global job architecture and compensation governance framework. This role offers the opportunity to shape long-term incentive programs and influence global rewards strategy at an executive level. Benefits include flexible remote work, flexible working hours, and a global work environment based in Tokyo, Japan.

Key Responsibilities:

- Develop and implement global rewards strategy aligned with business goals
- Establish and govern global compensation policies ensuring fairness and compliance
- Lead expansion of long-term incentive programs including equity compensation
- Partner with executive leadership to align rewards with growth and retention goals
- Provide thought leadership on market trends, pay transparency, and reward practices
- Manage relationships with external compensation and reward consulting firms
- Analyze global compensation market data to inform reward program decisions
- Oversee implementation of job architecture and leveling frameworks globally
- Lead projects to enhance compensation governance and compliance frameworks

Requirements:

- 5+ years in compensation or total rewards roles
- Experience implementing job architecture and leveling frameworks
- Experience with global compensation strategy and market benchmarking
- Experience partnering with external compensation consulting firms
- Strong project and change management skills
- Fluent communication skills in Japanese and English
- Knowledge of equity compensation and long-term incentive programs
- Familiarity with compensation governance and compliance frameworks
- Ability to analyze and interpret compensation market data
- Experience with pay transparency and emerging reward trends
- Proficiency in compensation software and data analytics tools

Benefits:

- Flexible remote work options
- Flexible working hours

Company Description