# PR/117223 | Specialist Rewards

## 募集職種

**人材紹介会社**
ジェイ エイ シー リクルートメント タイランド

**求人ID**
1540389

**業種**
その他（商社）

**雇用形態**
正社員

**勤務地**
タイ

**給与**
経験考慮の上、応相談

**更新日**
2025年06月04日 12:00

## 応募必要条件

**職務経験**
3年以上

**キャリアレベル**
中途経験者レベル

**英語レベル**
ビジネス会話レベル

**日本語レベル**
ビジネス会話レベル

**最終学歴**
短大卒： 準学士号

**現在のビザ**
日本での就労許可は必要ありません

## 募集要項

**Specialist Rewards**

We are now looking for Specialist Rewards who have experience in Performance & Rewards (P&R) , compensation & benefits for our client in Jewelry company.

**Location** : Bangkok

**Key Responsibilities:**

- **Compensation Analysis:** Evaluate market data, industry trends, and competitor benchmarks to assess the competitiveness of compensation packages. Use salary surveys and data sources to define salary ranges and pay structures.
- **Salary Structure Management:** Oversee global salary structures, pay grades, and job classifications based on

market research and job evaluations. Ensure fairness and consistency within the organization while considering experience, performance, and market demands. Establish salaries for internal promotions.

- **Compensation Planning:** Partner with HR and leadership to design compensation strategies, including merit increases, bonuses, incentives, and recognition programs. Report and track annual compensation expenses, while forecasting for financial planning.
- **Compensation Administration:** Manage reward programs, including annual salary reviews, incentive payouts, and bonus calculations. Ensure accuracy and timely execution of salary adjustments, promotions, and related transactions.
- **Compliance Management:** Align compensation practices with global reward strategies and principles, adhering to internal guidelines for program design, implementation, and administration.
- **Data Management & Reporting:** Analyze and monitor compensation data, covering salary levels, job classifications, and incentive plans. Generate reports, dashboards, and insights for stakeholders, identifying trends and variances.
- **Communication:** Clearly convey compensation policies and updates to stakeholders. Address inquiries, provide guidance, and facilitate training sessions to enhance HR's understanding of compensation processes.
- **Continuous Improvement:** Regularly review and refine compensation strategies to ensure efficiency, fairness, and effectiveness. Recommend enhancements to policies, systems, and practices based on best practices and organizational needs.

**Qualifications:**

- Bachelor's degree or higher in Human Resources, Business Administration, Finance, or a related field (Master's degree or relevant certifications preferred).
- 3-5 years of experience in compensation, rewards, and benefits.
- Expertise in Microsoft Office (Excel, PowerPoint, Word), including VBA and macros. Familiarity with HRIS (SuccessFactors Compensation Module).
- Knowledge of Mercer IPE methodology.
- Basic understanding of labor law and strong communication skills.
- Analytical mindset with logical and systematic thinking abilities.
- Fluency in English, with Thai and/or Vietnamese language skills as a plus.

会社説明