CareerCross by JAC Recruitment

【900〜1100万円】Compensation Benefits Senior Analyst

半導体メモリ開発企業での募集です。 労務・労政のご経験のある方は歓迎です。

募集職種

人材紹介会社
株式会社ジェイ エイ シー リクルートメント

採用企業名
半導体メモリ開発企業

求人ID
1550179

業種
電気・電子・半導体

会社の種類
外資系企業

雇用形態
正社員

勤務地
東京都 23区

給与
900万円 ~ 1100万円

勤務時間
09:00 〜 17:30

休日・休暇
【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 GW 夏季…

更新日
2025年07月10日 15:56

応募必要条件

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
ネイティブ

最終学歴
大学卒：学士号

現在のビザ
日本での就労許可が必要です

募集要項

【求人No NJB2281341】
■Regularly benchmark and evaluate programs for improvements.
■Collaborate with internal partners to implement necessary changes.
■Gather and review feedback on current and future needs.
■Communicate changes with relevant personnel and ensure legal compliance.
■Support onboarding/offboarding related to programs.

■Identify and address employee needs and program inquiries.
■Recommend solutions aligned with business objectives and budget.
■Provide training on Total Rewards topics and solicit feedback for improvements.
■Conduct New Job Analysis and Maintain Job Inventories
■Interview leaders to define job descriptions and assess job matches.
■Justify new job requirements and follow up on recommended actions.
■Ensure Regulatory Compliance
■Stay updated on regulations and consult with authorities.
■Identify liabilities and implement compliance solutions.
■Establish and Maintain Pay Ranges
■Collect and analyze data from market surveys to validate pay ranges.
■Recommend changes based on compensation strategy and consult with executives.
■Design generate and distribute reports as needed.
■Analyze results and develop recommendations based on data.
■Process and audit data change requests and resolve system errors.
Ensure data integrity and address issues accordingly.
■Participate in project teams as a representative of the Total Rewards team and provide expertise in Japan.

スキル・資格

■Minimum 8 years of Compensation Benefits experience in reputed tech companies in Japan
■Bachelor's Degree or equivalent experience in related field
■Must have advanced Microsoft Excel Skills
■PowerPoint and Word proficiency
■Ability to analyze data identify data quality issues and provide solutions or approaches to solve data problems with fair amount of knowledge in statistical methods.
■Very strong verbal and written communication skills in Japanese English

会社説明

ご紹介時にご案内いたします