PR/096258 | Assistant Compensation & Benefits Manager

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 シンガポール

求人ID
1577584

業種
その他（人材サービス）

雇用形態
正社員

勤務地
シンガポール

給与
経験考慮の上、応相談

更新日
2026年03月10日 11:01

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
流暢

日本語レベル
無し

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

Industry: Fashion / Retail / E-commerce

We are looking for an experienced and strategic Assistant Compensation & Benefits Manager to join the team. In this role, you will be responsible for the end-to-end management of compensation strategies and programs across Singapore and multiple regional markets, such as China, Hong Kong, Taiwan, UK, Japan, Korea and Macau. You will play a critical role in shaping compensation frameworks that are both competitive and aligned with our business goals, while ensuring consistency and scalability across all regions.

Key Responsibilities

- Partner with Management and Business Leaders to design, implement and review compensation strategies, policies and guidelines that are market-relevant and internally equitable.

- Lead and manage the annual compensation cycle including salary benchmarking, performance management, increments, bonus structures, commission schemes, incentives and job grading exercises.

- Serve as the custodian of the total compensation framework for the company.

- Continuously evaluate and introduce new initiatives that drive employee engagement, performance, retention and contribute to business results.

- Ensure compensation programs are scalable, consistent and adapted for each regional market.

- Provide strategic and operational support to local and regional HR teams, ensuring alignment with global compensation practices and business priorities.

- Facilitate communication and alignment sessions with relevant stakeholders and incorporate feedback for ongoing improvement.

- Monitor and evaluate the effectiveness of compensation programs and suggest refinements as needed.

- Conduct market research and trend analysis to ensure competitiveness and identify best practices.

- Leverage tools, analytics, and dashboards to drive data-informed decisions.

- Lead job evaluation processes including creation, analysis, and classification of job descriptions across functions and geographies.

Requirements

- Bachelor's Degree in Human Resources, Business, or related field.

- Minimum 5 years of experience in Compensation and Benefits, with at least 2 years in a regional role managing multiple markets.

- Prior experience in the retail or fashion industry is strongly preferred.

- Demonstrated expertise in designing and implementing compensation and performance frameworks across diverse geographies.

- Strong project management, analytical, and decision-making skills with a keen attention to detail.

- Proactive, self-motivated, and able to operate with a high level of independence.

- Strong interpersonal and stakeholder management skills; ability to build relationships across countries and cultures.

- Digital-savvy and comfortable working with data platforms and tools.

- Prior experience in the retail or fashion industry is strongly preferred.

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.

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会社説明