



## PR/119260 | Compensation and Benefits Management Officer

### 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

1582456

#### 業種

自動車・自動車部品

#### 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

2026年03月17日 10:19

### 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

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

#### Job Description:

- Manage compensation and benefits programs, including salary review cycles, bonus planning, and benefits administration.
- Analyze compensation structures to ensure internal equity and maintain competitiveness with market benchmarks.
- Develop and enhance C&B policies, frameworks, and variable pay programs aligned with organizational objectives.
- Lead and support compensation-related projects, including budgeting, reporting, and reward strategy initiatives.
- Provide advisory support to management on compensation and benefits matters while collaborating with external consultants and monitoring market trends.

#### Qualification:

- Bachelor's degree or higher in Human Resources, Business Administration, or related fields.
- Proven experience in Payroll, Compensation & Benefits management.
- Ability to plan, multi-task and manage time effectively.
- Strong knowledge of Thai labor law and HR compliance.

- Strong analytical thinking and problem-solving abilities.
- Advanced proficiency in Microsoft Excel and Power BI for HR data analysis, reporting, and dashboard development.
- Good command of English (TOEIC 550+ or equivalent).

**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