



PR/119916 | Rewards specialist

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

1600293

業種

小売

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08月11日 05:00

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

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

C&B specialist

Location: Bangkok

- Perform an in-depth analysis of market data, industry trends, and competitive benchmarks to assess the competitiveness of our compensation packages. Use salary surveys and other resources to make informed decisions regarding salary ranges and pay scales.
- Maintain global salary structures, pay grades, and job classifications based on job evaluations and market research. Ensure internal equity and consistency across the organization while considering factors such as experience, performance, and market demand. Determine salaries for internal promotions.
- Work with HR and management to develop compensation plans, including merit increases, bonuses, incentives, and recognition programs. Report and track annual compensation expenditures and provide forecasts to finance.
- Manage compensation programs, including the annual salary review process, incentive payouts, and bonus calculations. Ensure accuracy and timeliness in processing compensation changes, promotions, and other salary-

related transactions.

- Ensure alignment with our internal global reward strategies and philosophy by adhering to established guidelines and principles for designing, implementing, and administering compensation programs across the organization worldwide.
- Monitor and analyze databases of employee compensation data, including salary levels, job classifications, and incentive plans. Prepare reports, metrics, and dashboards to track compensation trends, analyze variances, and provide insights to stakeholders.
- Effectively communicate compensation policies, procedures, and changes to stakeholders. Respond to inquiries, provide guidance on compensation matters, and facilitate training sessions to increase awareness and understanding within HR.
- Continuously evaluate and improve compensation practices and processes to enhance efficiency, fairness, and effectiveness. Recommend updates to policies, systems, and practices based on feedback, best practices, and organizational needs.

Qualifications

- Bachelor's degree or higher in Human Resources, Business Administration, Finance, or a related field.
- Minimum 3 - 5 years of experience in compensation/reward & benefits area.
- Experienced in compensation & benefits and human resources management.
- Have basic labour law knowledge.
- Good at logical and systematic thinking, analytical skill, and attention to details.
- Good communication skill.
- Have knowledge about Mercer IPE is a must.
- Skillful in MS excel.

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