



Total Rewards Manager/ C&B Manager

Global well known FMCG company

募集職種

人材紹介会社

PEAK Recruitment Japan株式会社

求人ID

1600597

業種

日用品・化粧品

会社の種類

大手企業 (300名を超える従業員数) - 外資系企業

外国人の割合

外国人 半数

雇用形態

正社員

勤務地

東京都 23区

給与

900万円 ~ 1100万円

ボーナス

給与： ボーナス込み

更新日

2026年09月10日 00:00

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

日常会話レベル

日本語レベル

流暢

最終学歴

短大卒： 準学士号

現在のビザ

日本での就労許可が必要です

募集要項

Responsibilities

Rewards Strategy & Best Practices: Lead the design, implementation, and communication of total rewards programs in alignment with both local market conditions and global strategies.

Collaboration with Regional COE: Collaborate with the regional Centers of Expertise (COE) to contribute innovative ideas

and solutions that align with both local and regional reward objectives.

Stakeholder Management: Build strong relationships with key stakeholders across the business, including HR, leadership, and functional teams, to effectively communicate and manage rewards programs.

Vendor Management: Drive selection, performance, cost budgeting of related Total Rewards Vendors in Japan

Compliance & Governance: Advise & Review on Japan-specific rewards related regulations and ensure the company complies with all local labor laws & internal standards.

Accountabilities (Time in %)

Develop & implement ongoing or new/ upgrade total rewards programs/ schemes for market competitiveness/ differentiation & inclusion 25%

Engage/ Collaborate/ Guide CoE, Country HR, HRBPs on ongoing country/ BU TR needs, implementation, gather feedback 25%

Work with external vendors on marketing data gathering, survey participation, benchmarking thereby bringing insights & analytics to the team, creating conclusions that drive actions 20%

Compliance/ Governance of local rewards policies & regulations 10%

Project Management / agile work 20%

スキル・資格

- At least 5 years of experience in Total Rewards, compensation, job evaluation, C&B, or related areas.
 - Strong Japan market knowledge.
 - Experience in a global or multinational company.
 - Good understanding of compensation cycle, benchmarking, salary review, bonus planning, and benefits.
 - Strong analytical skills and comfort with data.
 - Good stakeholder management.
 - Able to work independently.
 - Good Japanese and English across reading, writing, and speaking.
 - Bachelor's or Master's degree in HR, business, or equivalent.
-

会社説明