

Global Compensation & Benefits Manager [Total Rewards]

募集職種

人材紹介会社
株式会社SPOTTED

求人ID
1607611

業種
その他

雇用形態
正社員

勤務地
東京都 23区

給与
800万円 ~ 1200万円

更新日
2026年11月23日 01:00

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
ビジネス会話レベル

日本語レベル
ネイティブレベル

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

Tokyo, Japan | Hybrid | Full-time

Our client is a global leader in its industry, a fast-growing deep-tech company with operations across multiple international markets and a strong culture of innovation and engineering excellence.

We're hiring on their behalf for a Global Rewards Manager — a newly created role reporting to the Global Head of HR, responsible for building a global Compensation & Benefits function from the ground up. Until now, comp and reward practices have evolved independently across entities; this role will design and implement a unified global framework and drive harmonization across markets.

Key Responsibilities

- Develop and execute a global rewards strategy, including compensation governance, policy frameworks, and annual

review cycles (salary planning, merit, promotions)
- Design and implement a global job architecture and leveling framework, scalable across regions
- Develop and expand long-term incentive programs, including equity compensation, for broader leadership populations
- Partner with country HR and business leaders, lead market benchmarking, and manage external rewards consultants

What's Offered

- Competitive salary, based on experience
- Full flex working arrangements, hybrid model (3 days/week in office)
- A rare opportunity to build a global function from scratch, with direct visibility to senior HR and business leadership
- Global, fast-growing, mission-driven work environment

スキル・資格

What We're Looking For

- 5+ years of progressive experience in Compensation, Total Rewards, or Global Rewards
- Proven experience implementing job architecture, career frameworks, and global leveling methodologies
- Strong understanding of global compensation strategy, market benchmarking, and reward governance
- Native-level Japanese and business-level English

会社説明