



Understanding People

Global Rewards Director / グローバル報酬ディレクター

Flexible hours | Remote work

募集職種

人材紹介会社

スペシャライズドグループ株式会社

求人ID

1614656

業種

機械

雇用形態

正社員

勤務地

東京都 23区

給与

経験考慮の上、応相談

更新日

2026年09月29日 17:50

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

ビジネス会話レベル

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

Director, Global Rewards Strategy グローバル報酬ディレクター (Flexible hours, Remote work)

Overview

Our client, a leading global company in the space industry, is seeking a Director to lead the development of a scalable global job architecture and compensation governance framework. This role offers the opportunity to shape long-term incentive programs and influence global rewards strategy at an executive level. Benefits include flexible remote work, flexible working hours, and a global work environment based in Tokyo, Japan.

Key Responsibilities:

- Develop and implement global rewards strategy aligned with business goals
- Establish and govern global compensation policies ensuring fairness and compliance
- Lead expansion of long-term incentive programs including equity compensation
- Partner with executive leadership to align rewards with growth and retention goals
- Provide thought leadership on market trends, pay transparency, and reward practices
- Manage relationships with external compensation and reward consulting firms
- Analyze global compensation market data to inform reward program decisions
- Oversee implementation of job architecture and leveling frameworks globally
- Lead projects to enhance compensation governance and compliance frameworks

Requirements:

- 5+ years in compensation or total rewards roles
- Experience implementing job architecture and leveling frameworks
- Experience with global compensation strategy and market benchmarking
- Experience partnering with external compensation consulting firms
- Strong project and change management skills
- Fluent communication skills in Japanese and English
- Knowledge of equity compensation and long-term incentive programs
- Familiarity with compensation governance and compliance frameworks
- Ability to analyze and interpret compensation market data
- Experience with pay transparency and emerging reward trends
- Proficiency in compensation software and data analytics tools

Benefits:

- Flexible remote work options
- Flexible working hours

会社説明