

**【900～1100万円】 Compensation Benefits Senior Analyst**

半導体メモリ開発企業での募集です。 労務・労政のご経験のある方は歓迎です。

Job Information

Recruiter

JAC Recruitment Co., Ltd.

Hiring Company

半導体メモリ開発企業

Job ID

1522715

Industry

Electronics, Semiconductor

Company Type

International Company

Job Type

Permanent Full-time

Location

Tokyo - 23 Wards

Salary

9 million yen ~ 11 million yen

Work Hours

09:00 ~ 17:30

Holidays

【有給休暇】有給休暇は入社時から付与されます 入社7ヶ月目には最低10日以上 【休日】完全週休二日制 土 日 祝日 GW 夏季...

Refreshed

March 20th, 2025 13:00

General Requirements

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Native

Minimum Education Level

Bachelor's Degree

Visa Status

Permission to work in Japan required

Job Description

【求人No NJB2281341】

- Regularly benchmark and evaluate programs for improvements.
- Collaborate with internal partners to implement necessary changes.
- Gather and review feedback on current and future needs.
- Communicate changes with relevant personnel and ensure legal compliance.
- Support onboarding/offboarding related to programs.

- Identify and address employee needs and program inquiries.
 - Recommend solutions aligned with business objectives and budget.
 - Provide training on Total Rewards topics and solicit feedback for improvements.
 - Conduct New Job Analysis and Maintain Job Inventories
 - Interview leaders to define job descriptions and assess job matches.
 - Justify new job requirements and follow up on recommended actions.
 - Ensure Regulatory Compliance
 - Stay updated on regulations and consult with authorities.
 - Identify liabilities and implement compliance solutions.
 - Establish and Maintain Pay Ranges
 - Collect and analyze data from market surveys to validate pay ranges.
 - Recommend changes based on compensation strategy and consult with executives.
 - Design generate and distribute reports as needed.
 - Analyze results and develop recommendations based on data.
 - Process and audit data change requests and resolve system errors.
- Ensure data integrity and address issues accordingly.
- Participate in project teams as a representative of the Total Rewards team and provide expertise in Japan.
-

Required Skills

- Minimum 8 years of Compensation Benefits experience in reputed tech companies in Japan
 - Bachelor's Degree or equivalent experience in related field
 - Must have advanced Microsoft Excel Skills
 - PowerPoint and Word proficiency
 - Ability to analyze data identify data quality issues and provide solutions or approaches to solve data problems with fair amount of knowledge in statistical methods.
 - Very strong verbal and written communication skills in Japanese English
-

Company Description

ご紹介時にご案内いたします