



## 【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。

## 募集職種

## 人材紹介会社

株式会社ジェイ エイ シー リクルートメント

## 採用企業名

半導体メモリ開発企業

## 求人ID

1522715

## 業種

電気・電子・半導体

## 会社の種類

外資系企業

## 雇用形態

正社員

## 勤務地

東京都 23区

## 給与

900万円～1100万円

## 勤務時間

09:00～17:30

## 休日・休暇

【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...

## 更新日

2025年03月20日 13:00

## 応募必要条件

## 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

## 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

【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.
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## スキル・資格

- 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
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## 会社説明

ご紹介時にご案内いたします