

MichaelPage

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Sr. C&B Specialist - Outdoor equipment

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募集職種

人材紹介会社

マイケル・ページ・インターナショナル・ジャパン株式会社

求人ID

1525355

業種

小売

雇用形態

正社員

勤務地

東京都 23区

給与

600万円 ~ 900万円

更新日

2025年03月10日 15:56

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

流暢

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

This role involves managing payroll, people data, and HR information for the Japan division, utilizing Workday for efficient data handling. Additionally, it supports the C&B Manager in overseeing total reward programs, ensuring alignment with business goals and a performance-based compensation culture.

Client Details

This business is a global leader in sporting goods and outdoor equipment, offering a wide range of products for active lifestyles. It focuses on innovation and high-performance brands in categories such as apparel, footwear, and fitness equipment. For those living an active lifestyle, there's a great chance you have some of their products yourself!

Description

- Payroll/Time and Attendance/Workday
- Oversee payroll and time attendance processes in Japan
- Create and analyze payroll-related data (e.g., labor costs)

- Collaborate with payroll vendor to ensure high-quality payroll services
- Employee Life Cycle Management (New Hire to Exit) including Management of items returned from retirees
- Main point of contact from Japan employee (both corporate and retail) regarding Payroll and Employee Life Cycle (New Hire to Exit)
- Manage HR data using Workday (onboarding, transfers, terminations) and communicate HR announcements
- Manage total People OPEX control in collaborating with Japan Finance team
- Making Monthly Report (Turnover, disability etc.)
- Management of work rules and regulations
- Ensure continuous improvement and execution of incentive and reward systems (local/regional/brand)
- Manage annual merit increase & incentive structure management

Job Offer

- Annual salary review
- Annual bonus (incentive)
- Retirement pension plan
- Defined contribution plan (fully company-funded)
- Reimbursement of transportation costs
- Comprehensive social insurance
- Employee discount program (applicable to all brands)
- Housing rental benefits for apartments
- Discounts at 38,000 nationwide hotel facilities
- Corporate membership at 7,600 sports clubs nationwide
- 24/7 health and mental consultation service
- Maternity leave (up to 8 weeks before childbirth)
- Parental leave and subsidies (monthly and one-time childcare support)
- Care leave and subsidies (excess insurance support, purchase of caregiving supplies)
- Free e-learning (around 800 courses available)
- Discounts at approximately 30,000 restaurants nationwide
- Discounts on massages and spas
- Discounted prices at movie theaters and leisure facilities

To apply online please click the 'Apply' button below. For a confidential discussion about this role please contact Jeff Henderson on +813 6627 6055

スキル・資格

Required skill and experience:

- More than 5 years of Payroll management experience includes vendor management
- Advance knowledge of Japan labor role and social insurance system
- Must be good in Microsoft Excel (vlookup and pivot table)and sensitive to numbers
- Time and Attendance system experience
- Fluent Japanese /Business Level English
- Experience working in Retail, apparel and fashion industry.
- General IT / PC Skill, Excel Word, Power point

Preferred skill and experience:

- C&B Planning experience
- Workday management experience
- Passion to outdoor or winter sports activity

会社説明

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