

Compensation & Benefits Manager

Jūsų užduotys

Strategy & Planning

- Steers HR planning and controlling.
- Contributes to HR reviews and audits.
- Manages organizational changes.
- Develops periodical reports about relevant statistics, results, KPI's to support decision making of Head of HR and Plant Manager.

Compensation & Benefits

- Conducts analysis and propose the most reasonable salary offer proposal, which align with our company's pay philosophy, to attract the external talents.
- Conducts annual salary review.
- Conduct analysis frequently to ensure the employees' total remuneration being competitive and keep updating all the time.
- Defines a fair, equitable, and competitive total remuneration package that fits and is aligned to our company's strategy, business goals, and Corporate values.
- Keep reviewing and updating compensation policies and programs as well as market benchmarking.
- Ensures that compensation practices are in compliance with current legislation (pay equity, human rights, etc.)
- Uses various methods and techniques to make strategy options for decisions on direct and indirect financial and nonfinancial remunerations.
- Review job analysis, job evaluations, and job classifications to align with the company's principles.
- Participates in salary and labor market surveys.
- Works with all areas assisting them to solve problems related to the employees' remuneration matter.
- Conducts ongoing research into emerging trends, issues, and best practices related to own areas.

Management

- Manages, leads and develops the Compensations and Benefits, Administration and Employee Relations team members.
- Builds and maintains the positive and influencing relationship with management.
- Actively supports retention management actions, such as compensation strategy.

Reikalavimai

- Bachelor's or Master's degree in Human Resources Management or relevant fields.
- Gains at least 5 years of experience managing or leading teams with



Darbo ID
REF98503B

Darbo sritis
Žmogiškieji ištekliai

Vieta
**Tambon Mae Nam Koo, Amphur
Plauk Daeng**

Lyderystės lygis
Leading People

Darbo laiko lankstumas
Onsite Job

Juridinis asmuo
Continental Tyres Co., Ltd.

knowledge of various compensation programs.

- Manages challenging conditions and demonstrates tenacity and perseverance with proved track record of success.
- Gains experiences in HR internal or regional cross-functions or business units (through projects or assignments).
- Experiences in managing project teams as a project leader.
- Works in various cultures and diversities with successful demonstration of intercultural sensitivity and inclusive behavior.
- Has high ability to organize and handle multiple priorities in a fast-paced environment adapting with excellent analytical, problem solving, and time-management skills.
- Foresees or expects potential challenges or unexpected situation by proposing alternatives or solutions for impacted persons.

Mes siŭlome

- Free lunch, uniform and company transportation
- Housing allowance
- Performance bonus
- Provident fund
- Flexible working program
- Family health care program
- Group insurance (medical, dental)
- Inclusive and diverse culture
- Good health and wellness program (e.g., sport clubs, fitness)

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Apie mus

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