

Compensation and Benefits, Director – Asia

- Broad strategic and regional opportunity
- Based in Manila, Philippines

- Annual Cash Compensation of US\$65,000 (negotiable) + bonus + benefits

ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.

Our client, one of the world's leading and reputable technology companies, is seeking a Compensation and Benefits, Senior Manager/Director to be responsible for all compensation and benefit activities across countries in Asia, excluding China and India.

Reporting to the Head of Human Resources, Asia, your primary responsibilities include:

- Lead the overall C&B function and strategies for the organisation across Asia (excluding China and India) and oversee the regional management and administration of C&B programmes for local employees and international assignees.
- Champion, develop and execute regional C&B strategies, initiatives and systems to ensure overall competitiveness and alignment with country business objectives and regional/corporate directions and goals.
- Lead further development of the organisation's C&B frameworks; review, develop and implement consistent and effective C&B policies and systems across the region while adapting to the unique differences required for individual countries due to local predominant market practices and/or statutory regulations.
- Develop appropriate communication strategies to support the roll-out of C&B policies and programmes.
- Act as the internal consultant - interface with regional and local senior management to provide advice on all C&B related matters. Develop and improve tactical reward offerings to provide long term competitive advantage in attracting and retaining high performing employees across the region and to overcome complex C&B operational issues.
- Act as the regional driver and subject matter expert for all corporate and regional C&B initiatives and programmes.
- Develop and deliver training to Managers and HR teams to equip them with the knowledge and skills in implementing, supporting and communicating C&B initiatives in the region.
- Stay abreast of the market trends, country legal and regulatory changes and competitors' practices, keep Business Leaders and HR Teams up-to-date, identify areas of long-term development within the C&B environment, research issues and develop C&B solutions to meet individual country and regional business needs, and build business cases to support recommendations of changes relating to policies and programmes.
- Oversee and lead regional annual C&B activities, cycles and processes such as implementation of C&B surveys, salary planning, incentive programmes and budget planning to ensure alignment across offices.
- Provide direction to HR Teams to ensure all policies are in alignment and in compliance with individual country and corporate policies and country legislative regulations.
- Build strong local country and regional C&B team capability across the region.
- Provide support to special projects and countries on specific assignments

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Able to comprehend the dynamics of the business and its implications on reward programmes' design
- Demonstrate a sophisticated level of knowledge and skills in the design and delivery of C&B solutions with experience in deploying various practices and methodologies such as position analysis, position evaluation, performance management, salary planning, and incentive and retention programmes design
- Knowledge and real-life experience in using tools and methodologies developed by reputable compensation consulting companies is an advantage
- Ability to see the big picture and to think long term perspectives
- Strong analytical and project management skills
- Comfortable at dealing with people of all levels and nationalities
- Strong interpersonal, presentation and persuasive skills that can influence senior management
- Good command of written and spoken English; additional Asian languages a plus
- Strongly computer literate

WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications
- Professional training qualifications granted by internationally recognised Compensation Association or Organization (e.g. GRP)
- Experience in implementing or using HR information systems, rolling out payroll outsourcing or in-sourcing solutions on a regional capacity
- 12+ years of HR management experience with at least 8 years of in-depth C&B experience gained in a regional capacity, preferably from within a multinational corporation
- Experience working with reputable consulting firms is a definite asset

Senior Compensation and Benefits Professionals with Asian experience are encouraged to apply. Less qualified candidates will be considered for Senior Manager role in the same functional capacity.

The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.

To apply, please email your detailed resume with a covering letter explaining your suitability for the position to ERLMS Limited on executivesearch@erlms.com. Please also indicate in the resume your current and expected salary packages.

ERLMS Limited

Management Consulting & Services

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.