

Compensation and Benefits Manager – Greater China

- Regional opportunity
- Based in Shanghai, China

- Annual Package: Cash Compensation Negotiable + Performance 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 consumer electronics companies, is seeking a Compensation and Benefits Manager to be responsible for all compensation and benefit activities across countries in Greater China, namely China, Hong Kong and Taiwan.

Reporting to the Compensation and Benefits Director, Asia-Pacific, your primary responsibilities include:

- Lead the overall C&B activities for the organisation across the Greater China region.
- Oversee the management and administration of C&B programmes for local and expatriate employees within China, Hong Kong and Taiwan.
- Support the Compensation and Benefits Director, Asia Pacific in:
 - Leading, developing and executing regional C&B strategies, initiatives and systems to ensure overall competitiveness and alignment with country business objectives and regional/corporate directions and goals,
 - Leading the development of the organisation's C&B frameworks; reviewing, developing and implementing consistent and effective C&B policies and systems across Greater China while adapting to the unique differences required for individual countries due to local predominant market practices and/or statutory regulations,
 - Developing appropriate communication strategies to support the roll-out of C&B policies and programmes,
 - Developing and improving tactical reward offerings to provide long term competitive advantage in attracting and retaining high performing employees across the region,
 - Overseeing and leading Greater China operations on 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,
 - Reviewing current practices of C&B administration such as payroll and data management; recommend new processes and systems to ensure consistency and optimisation of efficiency across countries in Greater China,
 - Providing direction to HR teams to ensure all policies are in alignment and in compliance with individual country, regional and corporate policies and country legislative regulations,
 - Building strong local country C&B team capability across countries in Greater China, and
 - Developing and delivering training to Managers and HR teams to equip them with the knowledge and skills in implementing, supporting and communicating C&B initiatives across Greater China.
- Act as the primary contact and internal consultant for the organisation in Greater China on all C&B related issues - interface with country HR teams and country business leaders to provide advice on all C&B related matters and to provide solutions to complex C&B operational issues.
- 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 for the Greater China region, research issues, and propose and develop solutions to overcome individual country C&B operational issues.
- Lead and manage Greater China country C&B staff members to ensure strategies and plans support local country business goals.

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Strong business acumen with sound understanding of the importance and implications of reward management to attract and retain the best performers
- Demonstrate strong 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 (Mercer, Watson Wyatt, Hay etc.) developed by reputable compensation consulting companies is a definite advantage
- Ability to see the big picture and to think long term perspectives
- Computer literate with 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 and Chinese; additional Asian languages a plus

WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications
- Professional training qualifications granted by internationally recognised Compensation Associations or Organisations
- 10+ years of HR management experience with at least 5 years of in-depth C&B experience, preferably regional experience gained from within a reputable consulting firm or a multinational corporation
- Experience in rolling out and implementing HRIS and payroll systems and solutions, such as Oracle, SAP or PeopleSoft systems
- Experience working with reputable consulting firms and external providers is a definite asset

Local Mainland Compensation and Benefits Professionals with Asian experience from within a reputable consulting firm or multinational company are most encouraged to apply.

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.