

Compensation and Benefits Manager, Malaysia

- Based in Shah Alam, Malaysia

- Salary Package: Base Salary 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, a reputable public listed company, is seeking a Compensation and Benefit Manager to be responsible for the full spectrum of compensation and benefits activities in Malaysia.

Reporting to the Director of Compensation and Benefit - Asia, your primary role includes:

- Oversee the C&B function for the assigned territories in Malaysia.
- Lead the overall C&B function and strategies for the organisation across Malaysia and oversee the corporate management and administration of C&B programmes for local employees and international assignees.
- Champion, develop and execute corporate C&B strategies, initiatives, programmes and systems to ensure overall competitiveness and alignment with country business objectives and corporate directions and goals.
- Develop, implement and manage the C&B strategies, policies, programmes and systems to align with business strategies; ensuring that they are in compliance with legal and corporate guidelines, predominant market practices and/or statutory regulations.
- 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 corporate business needs, and build business cases to support recommendations of changes relating to policies and programmes.
- Oversee and lead 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.
- Review current practices of C&B administration processes such as payroll and data management; recommend new processes and systems to ensure consistency and optimisation of efficiency within the country.
- Work in conjunction with regional C&B teams to develop appropriate communication strategies to support the roll-out of C&B policies and programmes.
- Review, enhance and ensure that all C&B programmes are tax and administrative effective.
- Support the development and implementation of regional and corporate C&B projects and initiatives.
- Act as the internal consultant - interface with 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 country and to overcome complex C&B operational issues.
- Conduct and analyse market benchmarking and manage external vendors to monitor the competitiveness of C&B programmes.
- Analyse internal and external data, recommend and formulate appropriate C&B and HR policies to support business strategies.
- Develop recommendations for executive compensation packages to attract and retain qualified executives.
- Develop and administer expatriate compensation programmes to support talent management/development initiatives.
- Conduct and maintain job evaluations to monitor and ensure equity of the system.
- Support the development, implementation and administration of HR technologies to improve efficiency and data quality for management decision.
- 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 within the country.
- Lead and manage C&B staff members in the country to ensure strategies and plans support local country business goals.
- Provide direction to HR Teams to ensure all policies are in alignment and in compliance with individual country legislative regulations and corporate policies.

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Good analytical skills and good knowledge of C&B Programmes and Policies development.
- Strong analytical and project management skills and 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.
- Strong interpersonal, communication, presentation and persuasive skills that can influence senior management; comfortable at dealing with people of all levels and nationalities and at managing external consultants and providers.
- General understanding of business operations and strategies and posses the ability to see the big picture and to think long term perspectives.
- Work is governed by established policies, objectives and principles; experience in such a working environment is preferred
- Ability to prioritise work to meet conflicting deadlines and priorities.
- Experience in leading C&B teams and projects.
- Good command of written and spoken English and Bahasa Malaysia.

WORK EXPERIENCE AND QUALIFICATION

- University graduate in human resources or business related degree.
- 10 years of experience in HR with multi-national companies with at least 6 years of in-depth C&B experience.
- Professional training qualifications granted by internationally recognised Compensation Association or Organization (e.g. GRP)
- Experience working with reputable consulting firms is a definite asset

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 resume with a covering letter to ERLMS Limited on executivesearch@erlms.com. Please also indicate 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.