

Compensation and Benefit Management Roles (All Levels) - China

Compensation and Benefits Specialist and Managerial Positions in China

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

We currently have a number of Regional and National Compensation and Benefit Specialist and Managerial positions to be based in different cities in China. Our clients from a variety of industries are seeking to hire **local mainland Chinese compensation and benefit professionals from analyst's level to director's level.**

If you have a background in Compensation and Benefits and are experienced in some or all of the below areas, we would like to hear from you.

- Strategic compensation and benefit programme and policy alignment, design and development.
- Employee total remuneration review, salary structuring and salary grading development and maintenance.
- Annual salary and benefits review and planning exercises.
- Clarification of roles and responsibilities of positions, and development and formulation of position descriptions.
- Position analysis and position evaluation.
- Local and expatriate compensation and benefit policy review, design and management.
- Development and recommendation of changes to policies and programmes for management approval and implementation and communication of changes.
- Performance management programme design and implementation.
- Manpower and succession planning.
- HR information system (HRIS) management and development.
- Compensation and benefit survey, including gathering and analysing data and interpreting survey findings for market comparison and policy review as well as participation in external surveys.
- Local and expatriate compensation and benefit programme administration such as payroll, leave, overtime and payment management; data maintenance; social insurance benefit administration; expatriate relocation; and any other compensation and benefit programme administration.

To be considered for one of our great roles, please email us your resume on executivesearch@erlms.com. Please indicate the seniority level that you are looking to move into, the location(s) that you prefer to be based in and your current and expected salary packages.

Specialists, strategists and operational professionals and consultants are all welcome to write to us.

ERLMS Limited
Management Consulting & Services

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