

Regional Reward and Engagement Manager - North Asia

- Strategic and regional opportunity
- Based in Hong Kong

- Competitive Annual Guaranteed Salary of around HK\$1 million + 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 vessel container and transportation companies, is seeking a Regional Reward and Engagement Manager, North Asia Region (NAS) to be based in its regional office in Hong Kong. The regional office oversees East, North and South China Clusters, Korea, Japan and Taiwan Clusters and the position is responsible for all Compensation and Benefits, Employee Performance, Employee Engagement, HR Process and HR Information Technology System management activities across countries in the North Asia region.

Reporting to the Senior Director of Human Resources - North Asia, your primary responsibilities include:

- Lead the overall Reward and Employee Engagement function, activities and strategies for the organisation across North Asia.
- Oversee the strategic management and operation administration of Compensation and Benefits programmes, Performance Management, Employee Engagement, HR Process and HR Information Technology System activities.
- Champion, develop and execute the region Compensation and Benefits, Performance Management, Employee Engagement and HR Information Technology System strategies, initiatives and activities to ensure overall competitiveness and alignment with country business objectives and regional/corporate directions and goals.
- Responsible for driving a Performance Culture in the North Asia region; aligning various initiatives including sales coaching, selection of local KPIs for incentive schemes, improve targets setting etc.
- Responsible for taking Compensation and Benefits to the next level in the region including leading and rolling out Commercial Incentive Plan (CIP) initiative for local employees and Management Incentive Plan (MIP) initiative for Director and above levels.
- Responsible for driving a higher Employee Engagement by ensuring appropriate measurements and information are available to support processes across countries in the region.
- Responsible for reviewing, recommending and leading HR cost reduction initiatives relating to HR administration processes and systems.
- Responsible for LEAP implementation project and other ad hoc initiatives and projects as assigned.
- Ensure TOP regional performance; 60% of responsibilities from regional activities and 40% from projects related accountabilities (Performance Culture - 10%, Compensation and Benefits development - 15%, Employee Engagement - 5%, HR process and systems - 5% and LEAP and other projects - 5%).
- Proactively seek out issues or obstacles to reach out to cluster HR team members to encourage smooth sharing of information and completion of projects.

KEY SKILL AND ATTRIBUTE REQUIREMENTS

- Good knowledge of market best practices in Rewards, Strategic Workforce Management, Leadership and Change Management.
- Good knowledge of business performance and good experience in initiating and leading projects to best support the business.
- Good project management skill to lead and coordinate projects for 6 clusters in the region.
- Experience and ability to reach best solutions through guiding and supporting others to completing tasks; hands-on ability to performing analysis work when needed.
- Strong interpersonal and communication skills; ability to influence and get buy-in from senior management is highly preferred.

WORK EXPERIENCE AND QUALIFICATION

- Bachelor degree or above qualifications.
- A proven track record of performance in various disciplines in HR (at least 5-8 years of experience in HR).
- Strong experience in compensation and benefits, performance management and HRIS management.
- Experience in designing, leading and implementing Compensation and Benefits programmes and other relating initiatives across countries is highly preferred.
- Good knowledge of Excel and PowerPoint; must be able to make quick analysis through using excel spread sheets.
- Experienced with Global HR systems and Performance Management systems.
- Basic understanding of Intranet and experience in managing the HR team-site and the North Asia team-site.

Senior Compensation and Benefits Professionals from within large multinational companies or international consulting firms 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 to ERLMS Limited on executivesearch@erlms.com. Please also indicate in the resume your current and expected salary packages, a must



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