

Regional Compensation and Benefits Manager – Malaysia, Thailand, Vietnam, Philippines and India

- Based in Kuala Lumpur or Manila

- Competitive Salary Package with annual guaranteed cash of around Ringgit 200,000/Peso 2.5 million + 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 world leader in lipsticks, fragrances, anti-aging skincare and cosmetic products, is seeking a Compensation and Benefit Manager to be responsible for the full spectrum of compensation and benefits activities for Malaysia, Thailand, Vietnam, the Philippines and India.

Our client wish to hire a competent Compensation and Benefits person and the position could be based in Kuala Lumpur or the Philippines.

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

- Oversee the Compensation and Benefits function for the assigned territories in Asia Pacific, namely Malaysia, Thailand, Vietnam, the Philippines and India.
- Develop, implement and manage the compensation and benefits programmes and human resources policies to ensure that all compensation and benefits programmes and human resources policies are aligned with business strategies and are in compliance with legal and corporate guidelines.
- Review, enhance and ensure that all compensation and benefits programmes are tax and administrative effective.
- Assist in the formulation of executive compensation packages.
- Implement global compensation and benefits programmes in the assigned countries in the Asia-Pacific region.
- Support the implementation of HR technologies.
- Support the development and implementation of regional and global projects and initiatives.

Main Responsibilities:

- Conduct and analyse market benchmarking and manage external vendors to monitor the competitiveness of Compensation and Benefits programmes.
- Analyse internal and external data, recommend and formulate appropriate Compensation and Benefits, and HR policies to support business strategies.
- Develop recommendations for executive compensation packages to attract and retain qualified executives.
- Coordinate and administer the implementation of global compensation programmes and initiatives.
- 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.
- Develop, administer and implement annual salary administration programmes for the assigned countries in the Asia-Pacific region.
- Support the development, implementation and administration of HR technologies to improve efficiency and data quality for management decision.

Key Skill and Attribute Requirements from the individual:

- Good analytical skills and good knowledge of Compensation and Benefits Programmes and Policies development.
- Knowledge in accounting and finance, particularly in financial analysis.
- Good communication and interpersonal skills.
- General understanding of business operations and strategies.
- Experience in dealing with senior management, external consultants and providers.
- Ability to prioritise work to meet conflicting deadlines and priorities.
- Work is governed by established policies, objectives and principles; experience in such a working environment is preferred.
- Decisions are primarily operational and advisory, experience in providing advice and solutions to operational issues are preferred.
- Project management experience.
- People management experience.

Work Experience and Qualification:

- University graduate in human resources or business related degree.
- 10 years of experience in HR with multi-national companies, including some years in the Compensation and Benefits area.

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.

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