

## Total Rewards Leader, Asia Pacific

- Broad strategic and regional opportunity
- Based in Shenzhen, China or Manila, Philippines

- Annual Cash Compensation of US\$70,000 (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, one of the world's leading technology companies, is seeking a Total Rewards Leader to be responsible for all compensation and benefit activities across countries in Asia-Pacific, excluding China.**

### **Reporting to the Head of Human Resources, Asia-Pacific, your primary responsibilities include:**

- Lead the overall C&B function and strategies for the organisation across Asia Pacific (excluding China) and oversee the regional management and administration of C&B programmes for local employees and international assignees.
- Champion, develop and execute regional C&B strategies, initiatives and systems to ensure overall competitiveness and alignment with country business objectives and regional/corporate directions and goals.
- Lead further development of the organisation's C&B frameworks; review, develop and implement consistent and effective C&B policies and systems across the region while adapting to the unique differences required for individual countries due to local predominant market practices and/or statutory regulations.
- Develop appropriate communication strategies to support the roll-out of C&B policies and programmes.
- Act as the internal consultant - interface with regional and local 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 region and to overcome complex C&B operational issues.
- Act as the regional driver and subject matter expert for all corporate and regional C&B initiatives and programmes.
- 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 in the region.
- 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 individual country and regional business needs, and build business cases to support recommendations of changes relating to policies and programmes.
- Oversee and lead regional 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 such as payroll and data management; recommend new processes and systems to ensure consistency and optimisation of regional efficiency.
- Lead and manage C&B staff members in the region 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 and corporate policies and country legislative regulations.
- Build strong local country and regional C&B team capability across the region.

### **KEY SKILL AND ATTRIBUTE REQUIREMENTS**

- 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
- Ability to see the big picture and to think long term perspectives
- 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 spoken Mandarin; additional Asian languages a plus
- Computer literate

### **WORK EXPERIENCE AND QUALIFICATION**

- Bachelor degree or above qualifications
- Professional training qualifications granted by internationally recognised Compensation Association or Organization (e.g. GRP)
- Experience in implementing or using HR information systems, rolling out payroll outsourcing or in-sourcing solutions on a regional capacity
- 12+ years of HR management experience with at least 8 years of in-depth C&B experience gained in a regional capacity, preferably from within a multinational corporation
- Experience working with reputable consulting firms is a definite asset

**Compensation and Benefits Professionals with Asian experience are 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](mailto: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.