

## AVP-Compensation & Benefit and HRIS (Life Insurance Business)

### About our client:

Our client provides individual life insurance, group insurance, and privilege card products, as well as offers provident fund management service. It offers products in the areas of family income protection, education planning, medical and hospital, retirement income planning, and savings.

<b>Type of Business</b>	: Life Insurance Business
<b>Salary Range</b>	: 200,000-250,000 Baht/Month <i>(Depends on Level, qualification and experience)</i>
<b>Working Location</b>	: Surawong, Bangkok
<b>Position</b>	: AVP of Compensation & Benefit and HRIS
<b>Report to</b>	: VP of HR Operations, Human Resource Department
<b>Teams</b>	: 5 Persons (Payroll Section, Benefit Section, and Total Reward Section)

### Job Summary

Assist to Manage and oversee all activities of compensation and benefits, staff information and HRIS to deliver a professional and competitive compensation and benefits as well as take care of staff compliance issue and management reports in order to provide professional services of HR to support business growth with staff satisfaction and comply with the company's policies and guidelines.

### Key Responsibilities:

- To assist Head of HR Operations, Performance & Rewards in managing the activities concerning HR operations, performance & rewards management.
- Ensure the programs, activities and systems related to the areas meet the company's business strategies, procedures and policies as well as legal requirements and regulations. The programs/activities may include: job evaluation/classification; performance management; salary administration; short-term, long-term and sales incentive plans; share/stock plans; employee benefits; expatriate and executive compensation; workers compensation; salary packaging; retirement; pension and superannuation plans; total compensation management; HR systems maintenance and development; Payroll & Benefits administration and HR work-flow and process review and improvement.
- In addition to the day-to-day managerial function, the role will incorporate strategic and policy development aspects that will have medium term consequences on the operation of the function and perhaps impact elements of organization performance.
- Responsible for implementing the company's compensation policy.

### Qualifications:

- Bachelor's or Master's Degree in HR, BA, Accounting / Finance or related areas
- At least 5 years' direct experience in Compensation & Benefit functions, HRIS, Experience in corporate compensation strategies design are preferred
- Excellent in communication & negotiation skills both Thai & English language
- Excellent problem solving, analytical & interpersonal skills
- Business acumen leadership and management skill
- Strong conceptual, numeric ability, analytical skills and problem-solving skill.

We invite qualified Thai national to submit your full resume (English) stating your present and expected salary, including recent photo to email; [hr@b4b.co.th](mailto:hr@b4b.co.th). For more information, please contact: **(063)942-9111, (089)521-4949**

### About Us

B4B Co., Ltd. is a business consulting firm, specializing in human resource management. We offer recruitment service in General and Specialty Staffing, from staff level to the management level and both experienced and non-experienced candidate. We assisted many clients in recruiting suitable candidates and also advised candidates to select suitable job with attractive compensation. Currently, we are appointed by our client to recruit this position.