

# United Arab Emirates Jobs Expertini®

## Rewards Associate Middle East Global Shisha

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Company: JTI Japan Tobacco International

Location: dubai

Category: other-general

Rewards Associate Middle East Global Shisha Rewards Associate Middle East Global Shisha Manage day-to-day operations of rewards functions, including salary reviews, increments, and promotions. Administer employee benefits programs, ensuring compliance and coordinating vendor processes. Participate in salary surveys, analyze data, and implement best practices to maintain internal and external competitiveness. Review, analyze, and implement pay lines in accordance with the Company's pay for performance philosophy. Provide relevant payroll information, ensuring accuracy in local payroll processes and acting as the custodian of SAP HR System. Assist in managing disciplinary issues and grievances following JTI guidelines. Support the P&C Lead on HR matters, including special projects and initiatives. Participate in rewards & benefits-related projects, ensuring timely updates on the Online and Shared Drive for HR information delivery. Who are we looking for - Requirements: Bachelor's degree in HR/Business Management/Industrial Relations/Finance or equivalent. Minimum 3 years of Rewards/Compensation & Benefits management experience. Knowledge of SAP Success Factors, payroll systems, local labor legislation, and employee/industrial relations. Detail-oriented with strong analytical and communication skills. Proficient in MS Office (Word, Excel, PowerPoint). Ability to develop and implement HR policies and procedures. Disclaimer: Drjobs.ae is only a platform that connects job seekers and employers. Applicants are advised to conduct their own independent research into the credentials of the prospective employer. We always make certain that our clients do not endorse any request for money payments, thus we advise against sharing any personal or bank-related information with any third party. If you suspect fraud or malpractice, please

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