



Pacific Basin is one of the world's leading owners and operators of modern Handysize and Supramax dry bulk ships. We are listed in Hong Kong and operate globally with a fleet of over 260 ships trading worldwide. Our team comprises about 4,300 seafarers and over 400 shore staff in 14 key locations around the world.

Job Title	Global Compensation & Benefits Manager	Location	Hong Kong
Department	Human Resources	Reporting Line	Director, Human Resources

Role Summary	We are seeking a strategic HR professional who works closely with senior leadership to align and deliver on human resources initiatives with broader business goals on a global level.
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Internal Stakeholders	Various key personnel across all departments globally.
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Responsibilities	<ul style="list-style-type: none"> <li>Align compensation and benefits strategies with Pacific Basin's strategic goals.</li> <li>Design and manage employee benefits programs.</li> <li>Conduct salary benchmarking and market analysis.</li> <li>Ensure compliance with employment laws and regulations.</li> <li>Oversee payroll and benefits administration.</li> <li>Establish and support performance management processes.</li> <li>Advise leaders on compensation related matters.</li> <li>Analyze people data for insights and recommendations.</li> <li>Create and continuously review and improve compensation policies.</li> <li>Manage staff cost P&amp;L and budgeting processes.</li> </ul>
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Skills Capabilities Qualifications	<ul style="list-style-type: none"> <li>Degree in Business Administration, Finance, Law or a related field.</li> <li>8+ years of relevant experience in C&amp;B role in a global organization.</li> <li>Strong interpersonal and relationship management skills.</li> <li>Business acumen and ability to influence stakeholders.</li> <li>Excellent communication skills.</li> <li>Ability to interpret data and develop actionable insights.</li> <li>Knowledge of employment legislation and HR best practices.</li> <li>Experience navigating complex organisational structures.</li> <li>Excellent written and spoken English (will be tested).</li> </ul>	Attributes, Personality	<ul style="list-style-type: none"> <li>Problem-solving and critical thinking.</li> <li>Confidentiality, discretion, and sound judgment.</li> <li>Initiative, adaptability and resilience.</li> <li>Commitment to diversity, equity and inclusion.</li> <li>High ethical standards and integrity.</li> <li>Service mindset.</li> </ul>
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If you are selected, you will be continuously assessed not only on the basis of your performance, but also on the basis of your attitude and behavior. Cultural fit and adherence to Company values is of paramount importance. We are committed to fostering a diverse, equitable, and inclusive workplace where all colleagues feel valued and empowered to bring their authentic selves to work. Please apply with a full résumé, salary expectation and contact details to the Human Resources Department at [recruiting@pacificbasin.com](mailto:recruiting@pacificbasin.com). We only accept CVs in pdf format. Please make sure there is a covering message and specify the position for which you are applying. (Application deadline: 29 January 2026)

All applications will be treated in strict confidence and used solely for recruitment purposes.