



JAC Recruitment

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Thailand

PR/116856 | Senior HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1537102

Industry

Healthcare, Nursing

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

April 30th, 2025 16:20

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Senior HR Manager

Key Objectives:

The Senior HR Manager will be responsible for designing and executing initiatives that strengthen the organizational structure, improve employee experience, and align people strategies with business goals. The ideal candidate will serve as a strategic advisor to leadership, promoting a high-performance culture and cultivating a positive work environment.

Job Description:**1. Organizational Development & HR Strategy:**

- Create and implement HR strategies and policies that support business objectives.
- Lead talent management, workforce planning, and succession planning initiatives.
- Partner with leadership to refine and promote the company's values, mission, and long-term vision.

2. Employee Engagement & Experience:

- Design and deliver employee engagement programs to enhance morale, motivation, and retention.
- Develop and manage employee recognition and reward initiatives.
- Collaborate with managers to strengthen leadership skills and team performance.

3. Culture & Workplace Experience:

- Serve as a culture champion, ensuring company values are integrated at all levels.
- Lead efforts to foster a diverse, inclusive, and equitable workplace.
- Create strategies to improve internal communication and teamwork.
- Design and oversee well-being programs that support employees' mental and physical health.

4. Talent Management Support:

- Assist in developing and implementing talent management strategies, including succession planning and leadership development.
- Monitor progress and track key performance indicators (KPIs) to ensure the successful execution of HR strategies.

5. Compensation & Benefits:

- Develop and manage compensation and benefits programs aligned with company goals.
- Conduct regular compensation analysis and market research to ensure competitive salary structures.
- Provide expertise on labor law compliance, employee relations, and workplace policies.
- Support the implementation of HRIS systems to streamline HR processes.

Job Qualifications:

1. Bachelor's or Master's degree in Human Resources, Organizational Development, Business Administration, or a related field.
2. 8+ years of HR experience, with a focus on organizational development, strategy, and culture.
3. Proven track record in leading HR transformation, change management, and employee engagement initiatives.
4. Strong communication, data analysis, and execution skills for HR strategies.
5. Ability to thrive in a fast-paced, dynamic environment with both strategic and hands-on responsibilities.
6. In-depth knowledge of local and international labor laws and regulations.

Company Description