



JAC Recruitment

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Thailand

PR/116465 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1540293

Industry

Petrochemical, Energy

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

May 20th, 2025 12:13

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

Job Title: HR Manager**Industry:** Offshore Engineering, Construction, and Services**Location:** Prakasa Samuthprakarn

Our Client : We are pioneer in offshore engineering, construction, and services, dedicated to providing cutting-edge solutions with a focus on environmental sustainability and operational excellence. We are looking for an experienced and visionary HR Manager to spearhead our human resources efforts, aligning them with our organizational goals and nurturing a culture of innovation, collaboration, and high performance.

As the HR Manager, you will be pivotal in shaping our workforce, boosting employee engagement, and ensuring adherence to industry regulations. This role presents a unique chance to lead transformative HR strategies within a dynamic and influential setting.

Key Responsibilities:**Strategic**

- Develop and implement HR strategies that promote organizational growth, align with company goals, and cultivate a culture of excellence.
- Foster a culture of innovation and collaboration that aligns with the company's vision for sustainability and technological advancement.
- Create and manage talent acquisition, workforce planning, and succession strategies to ensure long-term success for the organization

Talent Management and Retention

- Develop thorough recruitment processes, covering everything from job postings to onboarding, to guarantee a smooth candidate experience.
- Perform exit interviews to uncover trends and offer actionable insights for improving employee retention.

Policy and Compliance

- Revise and implement HR policies, procedures, and job descriptions to ensure they meet legal standards and the organization's requirements.
- Actively manage compliance with labor laws and safety regulations to minimize risks.

Compensation and Benefits

- Oversee compensation benchmarking and job evaluations to ensure competitive pay structures.
- Administer the implementation of employee benefits programs that cater to workforce needs and follow industry trends.

Employee Relations

- Cultivate a positive work environment by establishing strong employee relations policies and initiatives.
- Lead performance management processes, including goal setting, coaching, and development programs, to enhance employee effectiveness.

Organizational Development and Change Management

- Lead organizational development initiatives, including the creation of Individual Development Plans and the facilitation of employee training programs.
- streamline workforce structures to enhance efficiency and adaptability, aiding organizational change efforts.

Company Description