



JAC Recruitment

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Thailand

PR/117222 | HR Business Partner Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1540388

Industry

Retail

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 4th, 2025 12:01

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

HR Business Partner Manager (HRBP)

Location: Bangkok

Imagine partnering with business leaders to develop and execute HR strategies for a leading global manufacturer brand. If you enjoy collaborating with management and serving as the central point of contact for HR issues, leveraging your strong stakeholder management and communication skills, then this role might be for you.

Key Objectives:

- Partner with business leaders to develop and execute HR strategies focused on talent management, organizational effectiveness, workforce planning, and employee engagement.

- Act as the central point of contact for HR issues, providing assistance with various HR services (e.g., payroll, engagement, relations).
- Collaborate with management to enable measurable differences in employee focus and increase productivity.
- Formulate partnerships across the HR department to deliver value-added services to management and employees that reflect business values and objectives.

Responsibilities:

- Provide inputs and feedback on alignment between HR agenda and business strategy.
- Act as a trusted advisor to business leaders, ensuring consistency and compliance with policies and procedures.
- Assist with talent acquisition needs, relaying requirements to the TA & Sourcing team.
- Embed business strategies at various departments and levels, providing guidance on workforce planning, business unit restructures, and succession planning.
- Analyze trends and metrics to develop and enhance solutions, processes, and programs.
- Maintain good relationships across the business, conducting regular meetings with various departments.
- Collaborate with other HR teams on recruitment, compensation, and other HR functions to ensure effective and efficient programs.
- Maintain in-depth knowledge of legal requirements related to employee management, reducing legal risks, ensuring regulatory compliance, and enabling employee satisfaction and retention.

Requirements:

- 7-10 years of experience in a middle HR position, preferably in the HR Business Partner department.
- Strategic perspective and ability to create sustained results (financial and non-financial).
- Ability to make hard decisions and the right trade-offs.
- Effective planning and delivery of exceptional work while handling both volume and complexity.
- Inspirational leadership, practicing genuine humility and placing the team above personal interests.
- Self-motivated and adaptable, willing to work hard and embrace change.
- Strong stakeholder management and communication skills; effective interaction with the organization.
- Excellent written and verbal communication skills in English.

Company Description