



JAC Recruitment

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Thailand

PR/117310 | Senior HR Manager

Job Information

Recruiter[JAC Recruitment Thailand](#)**Job ID**

1542511

Industry

Tourism

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 24th, 2025 08:00

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 Manager

Location: Rayong

Responsibilities:

- Develop and implement HR strategies and initiatives aligned with the overall business strategy
- Bridge management and employee relations by addressing demands, grievances, or other issues
- Manage the recruitment and selection process
- Support current and future business needs through the development, engagement, motivation, and preservation of human capital
- Develop and monitor overall HR strategies, systems, tactics, and procedures across the organization
- Nurture a positive working environment
- Oversee and manage a performance appraisal system that drives high-performance
- Maintain pay plan and benefits program
- Assess training needs to apply and monitor training programs
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout human resource management

Qualifications:

- Bachelor's degree in Human Resources or related field.
 - Proven working experience as HR Manager or other HR Executive
 - People-oriented and results-driven
 - Demonstrable experience with Human Resources metrics
 - Knowledge of HR systems and databases
 - Ability to architect strategy along with leadership skills
 - Excellent active listening, negotiation, and presentation skills
 - Competence to build and effectively manage interpersonal relationships at all levels of the company
 - In-depth knowledge of labor law and HR best practices
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Company Description