



JAC Recruitment

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Thailand

## PR/117471 | Human Resource Development

### Job Information

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

1544789

**Industry**

Other (Manufacturing)

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

June 17th, 2025 10:20

### 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

**Human Resource Development****Location :** Pathumthani**Working hour :** Mon-Sat (The position includes two Saturdays off each month)**Job Responsibilities**

- Analyze skill and competency gaps across departments and collaborate to develop training and development programs that align with business goals
- Manage compensation structures, competency frameworks, organizational structures, and career path planning

- Create and update job descriptions and specifications for new and existing roles
- Supervise the performance management process to ensure alignment between individual goals and company objectives
- Advise managers and staff on performance evaluations, development plans, and goal-setting strategies
- Stay updated on relevant laws and regulations, ensuring training content complies with government requirements
- Assess training program outcomes and make recommendations for improvement
- Review and revise internal policies, including the Code of Conduct, and coordinate company-wide announcements
- Measure employee awareness and understanding of core values
- Partner with site and leadership teams to enhance internal communications and promote employee engagement or local CSR activities
- Perform other duties as assigned

#### **Candidate Qualifications**

- Age between 27 and 40 years
- Bachelor's degree in Human Resources or a related field
- Minimum 3 years of experience in organizational development, talent management, or related HR functions
- Solid understanding of OD strategies, employee engagement practices, and learning & development initiatives
- Strong communication, facilitation, and people skills
- Proficient in data analysis and capable of preparing insightful HR reports

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#### **Company Description**