



JAC Recruitment

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Thailand

PR/117291 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1545337

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 24th, 2025 10:25

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 Summary:

The HR Manager will lead HR operations and labor union engagement in collaboration with the HR Assistant GM. This role requires strong leadership, strategic HR planning, and coordination across multiple factory sites. The HR Manager will supervise a team of 3 HR staff and ensure compliance with labor laws and company policies.

Key Responsibilities:

- **Labor Union Management:**

Collaborate with the HR Assistant GM to handle labor union relations, particularly with the strong Vuteq labor union.

- **Team Leadership:**

Supervise and develop 3 HR staff, ensuring effective HR service delivery.

- **HR Operations:**

Oversee general HR functions including:

- Recruitment and onboarding
- Payroll and payslip management
- Performance evaluation
- Labor law compliance
- Training and development initiatives

- **Factory Coordination:**

Work closely with HR teams at 4 owned factories and 4 client-side factories to ensure consistent HR practices and support.

Qualifications:

- Bachelor's degree in Human Resources, Law, Business Administration, or a related field.
- Minimum 15–20 years of HR experience in manufacturing environments.
- Experience managing HR for over 200 employees.
- Strong background in labor union relations.
- No English or Japanese language skills required.

Company Description