



PR/117554 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1546411

Industry

Restaurant, Food Service

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

July 1st, 2025 17:34

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

Key Responsibilities:

1. Strategic HR Planning at the Organizational Level
 - Develop and define HR strategies aligned with the goals and vision of the business group.
 - Design organizational structures and workforce plans suitable for the growth of each company within the group.
2. Centralized HR Management (Shared Services / Centralized HR)
 - Oversee and manage HR operations across all affiliated companies to ensure alignment with central policies.
 - Coordinate with HR Managers of each company in the group.
3. Human Resource Management
 - Plan recruitment, selection, and development of personnel at the organizational level.
 - Develop training and development plans for employees across the group.
 - Establish and monitor performance evaluation systems (KPI/Competency-based Evaluation).
4. Compensation and Benefits Administration
 - Analyze salary structures and design competitive and appropriate compensation systems.
 - Ensure fair and modern employee benefits management.
5. Organizational Culture and Employee Relations

- Promote corporate culture and employee engagement.
 - Organize internal communication and employee engagement activities.
6. Risk Management and Labor Law Compliance
- Ensure HR operations comply with labor laws and regulations.
 - Prevent and resolve labor disputes within the organization.

Qualifications:

- Bachelor's or Master's degree in Human Resource Management, Industrial Psychology, or related fields.
- Minimum 8–10 years of experience as an HR Manager at the organizational or group level.
- Strong skills in management, strategic planning, and decision-making.
- Understanding of cross-functional management and ability to work effectively with senior executives.
- Knowledge of labor laws and modern HRM/HRD systems.
- Strong leadership and communication skills.
- Experience in multi-company group organizations is a plus.
- Good command of English.

Company Description