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JAC Recruitment Thailand

PR/117605 | HRBP

## Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1549453

**Industry**

IT Consulting

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

September 16th, 2025 03:00

## 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

**Responsibility**

- Provide HR partnership, for both strategic and tactical initiatives, day to day HR support and execution of strategies for assigned business groups.
- Led end-to-end recruitment strategies for permanent and temporary roles, optimizing sourcing channels and workforce planning to meet dynamic business needs.
- Builds and maintains effective working relationships with leaders and employees to provide guidance and counsel on a variety of HR and business-related issues on both strategic and tactical levels.
- Provides influence and guidance to client groups through developing partnerships to support achieving business objectives within the assigned populations.
- Manages and resolves employee relations issues.
- Conducts effective, thorough and objective investigations.

- Maintains in-depth knowledge of compliance requirements related to day-to-day management of employees, ensuring regulatory compliance. Partners with the legal department as needed/required. Works closely with management and employees to improve work relationships, build morale, and increase productivity and retention.
- Provides HR policy guidance and interpretation.
- Coordinates recruiting for assigned groups, ensuring timely completion of hiring and onboarding activities including but not limited to issuing letters, completing new hire compliance activities and ensuring robust new hire onboarding.
- Provides counsel and drives execution on workforce planning and organizational design.
- Provides consultation/coaching/training to managers on performance, talent development, and employee relations.
- Provides day-to-day talent and performance management guidance (coaching, mentoring, counseling, career development, disciplinary actions).
- Implements HR best practices for key HR processes including performance management, compensation planning, workforce/capability planning, and talent management.
- Accesses talent opportunities and performance gaps; oversee talent planning, talent reviews, talent development, and succession planning for assigned business groups.
- Identifies training/coaching/mentoring needs for departments, managers and employees.
- Partners with other HR team members (International HR, Immigration, Payroll) acting as a point of contact and liaison with supported groups to deliver robust HR services.
- Oversees and executes implementation of HR and/or business initiative in assigned business groups.
- Provides project management expertise through the initiation, management and driving of strategic projects and initiatives and change management.
- Participates in assigned business groups operational meetings, business reviews, and team building.
- Act as an advisor on HR issues to management of assigned business groups.
- Handle other projects, duties and responsibilities as assigned. Maintains knowledge of legal requirements for employers, and suggests updates as needed, to remain compliant for policies and the Employee Handbook.
- Ensure HR team is able to provide guidance to managers and employees on policies and how to interpret them; may train managers as needed.
- Consults with employment attorney as needed.
- Partners with HRBPs and broader HR team to ensure consistent application of practices and procedures where appropriate (example: Exit management process).
- Facilitate discussion when HRBP's find issue; propose solutions; refine internal processes.

**Qualifications:**

- Bachelor's or Master's degree in Human Resource Management or related fields.
- Minimum 8–12 years of experience as HRBP and HR Manager (HRM, HRD) 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.
- Strong knowledge of labor laws.
- Strong leadership and communication skills.
- Experience working in large-scale organizations will be considered a strong advantage.
- Good command in English and Thai.

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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