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JAC Recruitment Thailand

PR/117658 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1552396

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

August 5th, 2025 15:00

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

Location: Amata City, Chonburi

Salary: 80 - 100K. / Bonus 4-5 Months per years

Working Day: Mon - Fri

Our client seeking a qualified candidate for the position of Human Resources Management Department Manager, with a strong emphasis on candidates who have direct experience in human resource management, leadership capabilities, and the ability to develop effective strategic plans.

Key Responsibilities:

- Develop and review HRM policies and strategic plans, communicate them to the HRM

team, and report to senior management.

- Review salary structures, performance evaluation systems, career progression paths, and compensation and benefits packages.
- Collaborate with the Human Resource Development (HRD) department to enhance employee potential and performance, including setting up motivational programs.
- Review HR management reports, employee requests, and complaints; follow up on related issues to develop and implement improvement projects.
- Plan and summarize labor costs for use in business and annual planning.
- Implement new HR tools and provide HR knowledge to line managers.
- Negotiate and consult with labor unions on employee and labor law-related matters.
- Evaluate new employee engagement activities and review past activities to assess strengths and areas for improvement.
- Develop activity and training plans to promote compliance awareness among all employees.

Qualifications:

- Bachelor's degree or higher in Human Resources, Business Administration, or a related field.
- At least 5–10 years of experience in human resource management, with a minimum of 5 years in a managerial role.
- Strong knowledge of labor laws and modern HR management practices.
- Excellent leadership, communication, and interpersonal skills.
- Strong analytical, strategic planning, and change management abilities.
- Proficient in HRIS systems or related software.
- Good command of English (listening, speaking, reading, and writing).
- Experience in an industrial or manufacturing environment.
- Ability to work in a fast-paced and high-pressure environment

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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Company Description