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JAC Recruitment Thailand

PR/117812 | HR Department Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1553886

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

August 19th, 2025 13:00

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

HR Department Manager

Work Location: Chachoengsao Province

Key Responsibilities:

- Plan and manage all aspects of Human Resources, including HRM and HRD, in alignment with company policies.
- Oversee recruitment and selection processes to ensure suitable candidates for factory roles.
- Develop and implement training and development plans, including career path programs.
- Manage performance evaluation systems and compensation administration.
- Handle employee relations, conflict resolution, and grievance management.
- Ensure compliance with labor laws and industrial standards.
- Collaborate with management and production teams to support factory goals.

- Communicate and coordinate with headquarters or international teams (English required).
- **Manage labor union relations**, including negotiations, conflict resolution, and maintaining positive communication between management and union representatives.

Qualifications:

- Age between 40 - 47 years.
- Bachelor's degree or higher in Human Resources, Management, or related fields.
- Minimum 10 years of experience in HRM and HRD within a factory setting.
- Strong knowledge of labor laws, union regulations, and industrial standards (e.g., ISO).
- Proven experience in **union management and collective bargaining**.
- **Excellent English communication skills**, both written and spoken.
- Strong leadership and team management abilities.

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Company Description