



PR/117885 | VP - Strategic HR

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1556215

Industry

Other (Recruitment Services)

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

October 7th, 2025 08:00

General Requirements

Career Level

Mid Career

Minimum English Level

None

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Position: Vice President – Strategic Human Resources

Reports to: Chief Executive Officer / Chief People Officer

Role Overview:

The VP of Strategic HR is a visionary leader responsible for shaping and executing the organization's long-term human capital strategy. This role goes beyond traditional HR management—focusing on workforce planning, organizational design, leadership development, and cultural transformation to support business growth and innovation.

Key Responsibilities:

1. Strategic Leadership
 - Develop and implement HR strategies that align with corporate goals and future business needs
 - Partner with executive leadership to drive organizational change, agility, and talent optimization

- Lead workforce planning, succession planning, and leadership pipeline development
- Champion diversity, equity, inclusion, and belonging initiatives across the enterprise
- 2. Organizational Development
 - Design and evolve organizational structures to support scalability and innovation
 - Oversee employee engagement strategies and culture-building programs
 - Lead change management efforts during mergers, acquisitions, or restructuring
- 3. Talent & Performance
 - Build high-impact talent acquisition and retention strategies
 - Oversee performance management systems that drive accountability and excellence
 - Guide executive coaching, leadership development, and learning programs
- 4. Governance & Compliance
 - Ensure HR policies and practices comply with local and international labor laws
 - Monitor HR metrics and analytics to inform strategic decisions
 - Manage risk related to employment practices and workforce relations

Qualifications & Experience:

- Master's Degree in Human Resources, Business Administration, or related field
- 15+ years of progressive HR leadership experience, with at least 5 years in a strategic executive role
- Proven success in leading HR transformation in complex, global organizations
- Deep expertise in organizational design, talent strategy, and change leadership
- Strong business acumen and ability to influence at the C-suite level

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.

Privacy Policy Link: <https://www.jac-recruitment.th/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.th/terms-of-use>

Company Description