



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

August 26th, 2025 10:10

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

Position: Vice President – Strategic Human Resources

Reports to: Chief Executive Officer / Chief People Officer

Location: [Bangpoo, Samutprakarn]

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

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Company Description