



PR/117989 | Learning Design & Development Manager

Job Information

Recruiter[JAC Recruitment Thailand](#)**Job ID**

1556830

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 2nd, 2025 10:58

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: Learning Design & Development Manager**Role Summary:**

This strategic role is central to driving impactful learning initiatives that build organizational capabilities. The manager will lead the design and execution of learning experiences, competency models, and talent development programs that align with business objectives.

Key Responsibilities**Learning Strategy & Frameworks**

- Create and implement learning architectures that support organizational growth and transformation.
- Ensure learning strategies are aligned with business priorities and talent development plans.

Instructional Design & Content Development

- Design engaging learning experiences using contemporary instructional design principles.

- Lead the creation of digital and blended learning solutions.

Stakeholder Collaboration

- Work closely with business leaders, HR teams, and subject matter experts to assess learning needs and co-develop solutions.
- Facilitate interactive workshops and sessions to promote learning adoption and engagement.

Program Oversight

- Manage the full lifecycle of learning programs—from needs assessment to design, delivery, and evaluation.
- Continuously improve learning effectiveness using feedback and performance data.

Innovation & Technology Integration

- Utilize modern learning technologies to enhance learner engagement and experience.
- Stay updated on emerging trends and innovations in the learning and development space.

Qualifications

- Master's degree in Industrial & Organizational Psychology or a related field (e.g., Liberal Arts, Psychology).
- Bachelor's degree in Psychology or a related discipline.
- At least 8 years of experience in HR, Talent Development, or Learning & Development.
- Demonstrated success in leading learning strategies, instructional design, and organizational development initiatives.
- Experience working in international and cross-cultural environments is an advantage.
- Strong strategic thinking and analytical skills.
- Excellent communication and facilitation abilities.
- Fluent in both English and Thai.
- Proficient with learning management systems and digital learning tools.

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Company Description