



PR/118078 | Head of HR

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1559021

Industry

Retail

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

October 7th, 2025 10:01

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

Role Overview:

We are seeking a strategic and hands-on Head of HR to lead and transform the Human Resources function in a fast-paced manufacturing environment. This role requires a well-rounded HR professional with deep expertise across all HR disciplines including HRM, HRD, and HRBP. The ideal candidate will play a key role in aligning HR strategies with business goals, driving organizational effectiveness, and fostering a high-performance culture.

Key Responsibilities:

- Lead the overall HR strategy and operations across the organization.
- Oversee all HR functions including talent acquisition, employee relations, compensation & benefits, performance management, and compliance.
- Drive learning & development initiatives and succession planning in collaboration with the HRD Supervisor.
- Act as a strategic HR Business Partner to senior leadership, providing insights and solutions to support business growth.
- Ensure compliance with labor laws, company policies, and industry regulations.
- Develop and implement HR policies, procedures, and systems to support operational efficiency.
- Lead organizational change and culture transformation initiatives.

- Coach and develop the HR team to ensure high performance and continuous improvement.

Qualifications:

- Bachelor's or Master's degree in Human Resources, Business Administration, or related field.
- Minimum 10 years of progressive HR experience, with at least 5 years in a leadership role.
- Strong knowledge of Thai labor laws and HR best practices in manufacturing environments.
- Proven experience in HRM, HRD, and HRBP functions.
- Excellent leadership, communication, and stakeholder management skills.
- Ability to work strategically while remaining hands-on and operationally effective.
- Experience in FMCG or OEM manufacturing is highly preferred.
- Fluent in Thai and good command of English.

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