



PR/118128 | Compliance Audit - Supervisor

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1559051

Industry

Retail

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

December 16th, 2025 14:00

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: Compliance Audit - Supervisor

Role Overview:

Compliance Audit - Supervisor plays a key role in upholding company's commitment to ethical and socially responsible manufacturing figures across its global supply chain. This position is responsible for conducting in-depth social compliance audits at factories producing company's products, ensuring alignment with the company's Code of Conduct, relevant labor laws, and health and safety regulations. Through identifying non-compliance issues and recommending corrective actions, Compliance Auditor helps maintaining high standards of social responsibility. The role also involves representing company in vendor meetings and audits, fostering strong partnerships and addressing key compliance concerns.

Responsibilities:

Social Compliance Audit:

- Conduct comprehensive audits at global production facilities to assess compliance with company's Code of Conduct, labor laws, and safety standards.

Reports:

- Prepare audit report & actual findings, recommended corrective actions and factory approval status.
- Maintain accurate records of audit outcomes and follow-up activities.

Audit Oversight:

- Collaborate with factory's management to develop and implement corrective action plans.
- Monitor progress to ensure timely resolution of compliance issues.

Vendor Engagement:

- Participate in discussions with vendors, factories, and sourcing teams to address serious compliance matters.
- Build and sustain strong relationships with stakeholders, offering guidance to support compliance improvements.

Production Capacity Evaluation & Forecast:

- Assess factory's capacity to ensure production capabilities align with compliance requirements.

Industry Knowledge & Awareness:

- Stay informed on global labor standards and emerging social compliance trends.
- Monitor social issues in production regions that may affect worker welfare.

Teamwork:

- Engage in team meetings, training, and knowledge-sharing initiatives.
- Coordinate with audit team members to ensure effective planning and execution of audits.

Travel Requirements:

- Travel across region 50%–75% to conduct audits and meet with vendors and factories.

Special Projects:

- Lead or support initiatives such as SLCP audits (Social Labor Convergence Program), third-party assessments, and agent audits.
- Manage communications with purchasing teams and factories.
- Supportively organize "Online Training Sessions" to prepare factories for audits and corrective actions.

Qualifications:

- Bachelor's Degree in Business Administration, Law, Industrial Engineering, Human Resources or related field
- 5+ years of working experience in "Social Compliance Auditing" or a related discipline
- Proficient in English (spoken and written), and Mandarin Chinese is a plus
- Strong interpersonal and relationship-building skills
- High level of Integrity, reliability, and accountability
- Ability to manage multiple tasks and prioritize effectively
- Strong analytical, decision-making, and problem-solving capabilities
- Proactive with a commitment to staying current on compliance regulations and Labor Laws
- Willing and able to travel abroad 50% – 75%

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Company Description