



PR/118133 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1559054

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 23rd, 2025 10:24

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

HR Manager

Position Overview: This role serves as a key leader within the HR department of a mid-sized company with approximately 500 employees. The HR Manager will drive strategic HR planning, organizational development, and talent management initiatives. Working closely with senior management, the position contributes directly to the company's growth through impactful HR strategies.

???? Responsibilities

HR Strategy & Planning

- Develop HR strategies aligned with corporate goals
- Identify organizational challenges and propose improvement initiatives
- Review and implement talent development, performance evaluation, and compensation systems

Organizational Development & Talent Management

- Optimize organizational structure and propose strategic workforce planning

- Design and execute employee engagement programs
- Lead talent management and succession planning efforts

Team Management

- Supervise and develop a team of 6 HR staff
- Set team goals and monitor progress
- Conduct regular 1-on-1 meetings and provide feedback

Recruitment, Labor Relations & Policy Operations

- Plan and execute mid-career and graduate recruitment
- Manage labor relations including attendance, work rules, and compliance
- Operate and improve internal HR systems (benefits, evaluation, etc.)

Cross-Functional & Executive Collaboration

- Provide regular HR reports and proposals to senior management
- Collaborate with other departments to resolve organizational issues
- Support internal communication and culture-building initiatives

???? Required Skills & Qualifications

- Strategic HR planning with a business-oriented mindset
- Strong interpersonal and cross-functional coordination skills
- Proven experience managing a team of 5 or more
- Hands-on experience in organizational development and HR system design
- Leadership with flexibility and execution capability
- Potential for future executive leadership
- Experience in large corporations is a plus
- Can communicate in English (Japanese is an advantage)

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Company Description