



PR/118200 | HR Manager (Chiang Mai)

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1560853

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

February 10th, 2026 02:00

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

HR Manager (Chiang Mai)

Job Summary

Oversee the full spectrum of human resources activities for designated business units within the region, ensuring alignment with company policies and compliance with labor laws. Act as a strategic advisor to line managers on all HR-related matters to optimize workforce effectiveness in support of business goals.

Key Responsibilities

- Strategic Workforce Planning:** Develop and execute workforce strategies to address current and future talent needs. Create detailed recruitment plans outlining sourcing methods, timelines, and budgets.
- Talent Acquisition:** Manage the entire hiring process—from crafting job descriptions and posting vacancies to screening candidates, coordinating interviews, extending offers, and handling onboarding documentation.
- Performance Management:** Lead the performance evaluation process by designing assessment tools, training managers, analyzing performance data, identifying trends, and recommending improvement actions.
- Compensation & Benefits:** Ensure compensation and benefits programs are fair, competitive, and aligned with organizational objectives. Design and manage employee recognition initiatives to boost motivation and engagement.
- Learning & Development:** Assess organizational development needs and implement tailored learning solutions such as training, coaching, and mentoring programs.
- HR Project Support:** Contribute to company-wide HR initiatives including mergers, acquisitions, restructures, and

system rollouts.

- **Compliance & Employee Relations:** Ensure adherence to employment laws and internal policies. Support investigations and employee-related legal matters, offering recommendations for resolution.

Qualifications

- Bachelor's degree in HR Management, Industrial Relations, Psychology, Organizational Development, or a related field; MBA or SPHR certification is a plus.
- Minimum of 5 years of progressive HR experience, ideally in a multi-location, matrixed organization. Experience in the telecom sector is highly preferred.
- Demonstrated ability to deliver results, manage competing priorities, and perform effectively under pressure.
- Strong communication skills, both written and verbal, with the ability to engage across all organizational levels.
- Proficiency in Microsoft Office, HRIS, ATS, and other web-based HR tools.
- Ability to quickly build trust and rapport with senior leaders, peers, and employees.
- Creative thinker with a passion for innovating HR practices.
- Excellent judgment and critical thinking capabilities.
- High integrity and discretion in handling confidential matters.

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Company Description