



## PR/116465 | HR Manager

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1562420

**Industry**

Petrochemical, Energy

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

November 18th, 2025 07:00

### 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

**Key Responsibilities** Strategic HR Leadership

- Develop and implement HR strategies that support business growth and operational excellence
- Align workforce planning with long-term organizational goals
- Promote a culture of innovation, collaboration, and continuous improvement

**Talent Acquisition & Retention**

- Oversee full-cycle recruitment, onboarding, and workforce planning
- Conduct exit interviews and analyze trends to improve retention
- Build succession plans and talent pipelines for critical roles

**Policy, Compliance & Risk Management**

- Maintain and update HR policies and job descriptions in line with labor laws
- Ensure compliance with safety regulations and employment standards
- Mitigate HR-related risks through proactive policy enforcement

**Compensation & Benefits**

- Lead compensation benchmarking and job evaluations
- Manage benefits programs to meet employee needs and industry standards
- Ensure pay structures are competitive and equitable

**Employee Relations & Performance Management**

- Foster a positive work environment through effective employee relations programs
- Drive performance management processes including goal setting, coaching, and reviews

- Support managers in handling employee issues and development plans

#### Organizational Development & Change Management

- Design and implement Individual Development Plans (IDPs)
- Facilitate training programs and learning initiatives
- Lead organizational change efforts to improve agility and efficiency

#### Qualification

- Bachelor's degree in HR, Business Administration, or related field
- 8+ years in HR leadership, ideally in construction, engineering, or manufacturing
- Proven track record in strategic HR planning and execution

- Good both in English and Thai
- Proficiency in organizational development and change management

**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