



JAC Recruitment

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JAC Recruitment Thailand

PR/117426 | HR Compliance Specialist

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1562449

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

October 21st, 2025 10:19

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

Compliance Specialist**Job Summary:**

Responsible for ensuring the organization adheres to external regulations and internal policies. Oversees HR audits, updates company policies, conducts investigations, and leads cross-functional initiatives to prevent compliance violations.

Job Responsibilities:

- Ensure organizational adherence to legal and internal compliance standards.
- Lead and manage end-to-end investigations related to employee misconduct or breaches of company compliance policies.
- Maintain deep knowledge of company operations to identify potential compliance risks.
- Communicate core ethics and compliance guidelines effectively across the organization.
- Collaborate with departments and leadership to develop contingency plans for potential compliance issues.
- Oversee HR audit schedules, reporting, and implementation of corrective actions.
- Ensure HR policies align with current laws, regulations, and standards.
- Lead cross-functional teams, organize project meetings, manage timelines, and support implementation of solutions.
- Represent HR in investigations, complaints, and disciplinary actions, ensuring proper

measures are taken to prevent future violations.

- Develop or revise internal policies to reduce legal and regulatory risks, and conduct internal audits to assess procedural compliance.

Job Qualifications:

- Bachelor's or Master's degree in Law, Political Science, Human Resources, or related fields.
- **Must have proven experience in leading and managing end-to-end investigations involving employee misconduct and violations of company compliance policies.**
- Minimum of 5 years' experience in compliance, legal, or HR management.
- Strong expertise in labor law is essential.
- Excellent analytical, organizational, and project management abilities.
- Strong communication and presentation skills, both written and verbal.
- Self-driven, proactive, and capable of working independently to complete tasks and projects.

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