



PR/118531 | HROD Senior Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1565964

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

February 24th, 2026 04:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Human Resource Organizational Development Manager

Key Responsibilities

Talent Management & Succession Planning

- Develop and implement comprehensive talent management strategies to identify, nurture, and retain high-potential employees.
- Create and maintain succession plans for critical positions to ensure leadership continuity.
- Ensure all identified talent and successors have formal Individual Development Plans (IDPs) to accelerate growth and readiness.

Management Trainee Program

- Design and oversee the full lifecycle of a structured management trainee program.
- Define learning objectives, rotational assignments, and mentorship opportunities to build future leaders.
- Track trainee progress and ensure alignment with organizational goals and development plans.

Leadership Development

- Evaluate leadership capabilities across the organization and identify development needs.
- Design and deliver leadership programs, workshops, and coaching initiatives for all management levels.
- Promote a culture of continuous learning, equipping leaders with skills to drive team performance.

Scholarship and Internship Program

- Develop and manage scholarship and internship programs to attract and integrate emerging talent.
- Partner with educational institutions and internal teams to create impactful learning experiences.
- Establish clear pathways for interns and scholars to transition into permanent roles.

Culture Transformation

- Lead initiatives to evolve organizational culture in line with company values and strategic objectives.
- Conduct cultural assessments to identify strengths and improvement areas.
- Implement programs that enhance employee engagement and overall experience.

Change Management

- Drive organizational change initiatives, including communication planning and employee support during transitions.
- Reduce resistance and ensure smooth adoption of new processes, technologies, or structures.

Strategic Partnership & Consultation

- Act as an internal consultant and subject matter expert for HR Business Partners and senior leaders on OD matters.
- Collaborate across functions to align OD initiatives with broader business strategies.

Qualifications

- Bachelor's degree in HR, Organizational Development, I/O Psychology, Business Administration, or related field; Master's preferred.
- 10+ years of experience in Organizational Development and Learning & Development with proven success in implementing OD strategies.
- Strong knowledge of OD principles, theories, and methodologies.
- Excellent facilitation, presentation, and communication skills.
- Analytical and problem-solving skills with ability to translate data into actionable strategies.
- Experience leading change management initiatives.
- Ability to influence stakeholders at all levels and build strong relationships.
- Strong project management skills with capacity to handle multiple initiatives simultaneously.

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Company Description