



JAC Recruitment

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JAC Recruitment Thailand

## PR/118531 | HROD Senior Manager

## Job Information

## Recruiter

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## Job ID

1565964

## Industry

Logistics, Storage

## Job Type

Permanent Full-time

## Location

Thailand

## Salary

Negotiable, based on experience

## Refreshed

January 27th, 2026 06:00

## 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 &amp; 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.

**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**