



JAC Recruitment

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JAC Recruitment Thailand

PR/118649 | ER Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1568993

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

December 16th, 2025 10:13

General Requirements

Minimum Experience Level

Over 6 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

Key Responsibilities:

- Develop and implement employee relations activities and programs.
- Ensure compliance with labor laws, company regulations, and workplace standards.
- Coordinate with labor unions, employees, and management to maintain effective communication and resolve labor-related issues.
- Monitor changes in labor laws and update company policies accordingly; provide guidance and training to employees on workplace regulations.
- Plan and establish policies for employee relations activities and communication channels.
- Prepare and review employee welfare programs and benefits.
- Collaborate with labor unions on employment conditions and labor issues, including preparing data for negotiations.

Qualifications:

- Bachelor's degree in Law, Political Science, Human Resource Management, or related fields.
- Minimum 5 years of direct experience in labor relations.
- Strong knowledge of labor laws and labor relations.
- Excellent leadership, communication, interpersonal, and negotiation skills.
- Good command of English (listening, speaking, reading, writing).

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