



## 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**

January 27th, 2026 05:00

### 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).

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#### Company Description