



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

April 7th, 2026 15:00

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