



## PR/118795 | Senior People Manager

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1572272

**Industry**

Other (Trade)

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

February 10th, 2026 12:02

### 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

**Key Responsibilities:**

#### Recruitment & Selection

- Develop and manage recruitment strategies to meet current and future staffing needs.
- Oversee the full recruitment cycle, including hiring and retirement processes.

#### Employee Relations

- Foster a positive work environment through effective employee relations and communication.
- Organize engagement activities and provide guidance on resolving workplace issues.

#### Compensation & Benefits

- Design and manage salary structures, benefits, and job evaluation systems.
- Ensure payroll accuracy and compliance with labor laws, including social security and tax regulations.
- Monitor attendance, salary administration, and employee benefits.
- Maintain and update HR policies in line with legal requirements.

- Prepare regular HR reports (monthly, quarterly, annually).

#### Training & Development

- Lead training and development programs, including career paths and succession planning.
- Conduct competency gap analyses and implement development plans.
- Manage annual and individual training roadmaps based on organizational needs.

#### General Affairs / Administration

- Oversee office supplies, equipment, and uniform inventory.
- Manage office facilities and coordinate with security personnel.
- Handle general administrative tasks as assigned.

#### Safety & Environment

- Supervise external contractors to ensure full compliance with safety standards and regulations.
- Collaborate closely with the Corporate Factory Manager, HR Manager, and international safety teams (France) to maintain and improve workplace safety practices.

#### Qualifications:

- Bachelor's or Master's degree in Human Resources or a related discipline.
- Over 20 years of HR and General Management experience in manufacturing environments.
- Factory-based, hands-on leadership approach.
- Deep expertise in labor law and managing employee relations.
- Proven track record in recruiting and retaining skilled workforce.
- Skilled in handling conflicts, disciplinary actions, and challenging conversations.
- Full ownership of performance management systems.
- Good in English and Thai.

**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