



## PR/118943 | HR Training and Development

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1575543

**Industry**

Chemical, Raw Materials

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

February 17th, 2026 02:00

### General Requirements

**Minimum Experience Level**

Over 3 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

**Job Description:**

- Lead the overall **HRD, HROD strategy** and operations across the organization.
- **Training & Development:** Design, implement, and evaluate organization-wide training programs, learning pathways, and leadership development initiatives.
- **Competency Management:** Maintain the competency framework, conduct assessments and gap analyses, and support capability-building plans.
- **Individual Development Plans (IDP):** Drive the IDP process, coach managers in crafting development plans, and track employee progress.
- **Employee Engagement:** Lead engagement surveys, interpret insights, develop action plans, and deliver initiatives that strengthen culture and employee experience.
- **Talent Management:** Identify and develop high-potential employees through structured talent programs and capability-building interventions.
- **Succession Planning:** Manage succession pipelines for critical roles through assessments, readiness evaluations, and targeted development plans.
- **Organizational Development:** Support change management, performance systems, organizational capability improvements, and transformation projects.
- **Evaluation & Reporting:** Measure training effectiveness and ROI, monitor development KPIs, and provide

data-driven recommendations for continuous improvement.

**Qualifications:**

- Bachelor's or Master's degree in Human Resources, Business Administration, or related field.
- Minimum 7-10 years of progressive HR experience, with at least 5 years in a senior role.
- Proven experience in HRD, HROD functions.
- Strong knowledge of Thai labor laws and HR best practices in manufacturing environments.
- Excellent leadership, communication, and stakeholder management skills.
- Ability to work strategically while remaining hands-on and operationally effective.
- Good in Thai and English.

**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