



## PR/118984 | Human Resources Director

### Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1577598

**Industry**

Logistics, Storage

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

June 2nd, 2026 13:00

### General Requirements

**Minimum Experience Level**

Over 10 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

#### Human Resources Director

##### Job Responsibilities

- Oversee and manage end-to-end HR operations, including Talent Acquisition, Compensation & Benefits, People and Organizational Development, HR Administration & HRIS, and Employee Relations.
- Act as a strategic HR partner by providing insights and expertise to support organizational transformation, enhance effectiveness, and promote people development aligned with the Company's strategic direction.
- Lead and execute local HR initiatives while ensuring consistency with global frameworks, corporate strategy, and HR policies.
- Work closely with Business and Operational teams to deliver high-quality HR services that address business needs and create measurable impact.
- Design, improve, and implement HR processes and workflows to enhance efficiency and effectiveness within the HR function.
- Develop, review, and update HR policies, rules, and guidelines to ensure alignment with evolving organizational needs and practices.
- Foster an open, positive, and trust-based relationship between employees and the Company while ensuring full compliance with applicable labor laws and regulations.

Qualifications

- Bachelor's degree or higher in Human Resources Management, Business Administration, or a related discipline.
- Minimum of 15 years of comprehensive HR experience covering Recruitment, Compensation & Benefits, Organizational and People Development, HRIS, and Employee Relations.
- At least 10 years of leadership or managerial experience with a proven ability to manage complex and sensitive HR matters.
- Strong knowledge of HR fundamentals, organizational effectiveness, and people development strategies.
- Demonstrated experience in designing and streamlining HR processes to improve operational efficiency.
- Solid understanding of labor laws and regulatory requirements to ensure compliance and mitigate risk.
- Strong leadership capabilities with excellent analytical, strategic thinking, and problem-solving skills.
- Effective communication, interpersonal, and presentation skills with the ability to engage stakeholders at all levels.
- Proficiency in business English, both written and spoken.
- Strong computer skills, including Microsoft Office, with familiarity in HR systems and data analysis tools considered an advantage.

**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.

Privacy Policy Link: <https://www.jac-recruitment.th/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.th/terms-of-use>

---

Company Description