



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

April 7th, 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.

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Company Description