



PR/119018 | HR Business Partner Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1577630

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

February 10th, 2026 10:26

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

HR Business Partner Manager

Job Responsibilities:

- Act as a strategic Human Resources Business Partner to senior management and business leaders, providing HR advisory and solutions aligned with business objectives and organizational growth.
- Ensure HR policies, guidelines, and compliance standards are effectively communicated and implemented.
- Workforce planning to support manpower growth plans
- Talent Management initiatives, including talent identification, development, retention, and succession planning for critical and leadership roles.
- Manage and resolve complex employee relations issues, ensuring compliance with labor laws and internal policies.
- Oversee and support Performance Management processes, including goal setting, performance reviews, feedback, and performance improvement initiatives.
- Partner with Learning & Development to design and implement training, leadership development, and capability-building programs.
- Analyze people data and HR metrics (People Analytics) to identify risks, trends, and

opportunities, and present actionable insights to management for informed decision-making.

- Provide guidance on compensation and benefits matters, including salary structure, merit increases, and promotion proposals.
- Collaborate closely with HR functional teams (TA, L&D, OD, ER & Engagement) to ensure integrated and effective HR service delivery.
- Lead, coach, and develop the HRBP team to enhance capability and readiness in supporting a fast-paced, project-driven real estate organization.

Qualifications:

- Bachelor's degree or higher in any field.
- At least 12 years' working experience in HRBP, HR Strategic or HR Generalist.
- At least 7 years' working experience to management HR Team.
- Excellent communication, negotiation, and stakeholder management skills.
- Business-level proficiency in English.
- Good computer skills.
- Drive & able to work well under pressure.

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Company Description