



PR/119124 | HR Manager – Corporate Services

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1579793

Industry

Retail

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 16th, 2026 17:01

General Requirements

Minimum Experience Level

Over 6 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

HR Manager – Corporate Services

The ideal candidate should possess strong English communication skills (spoken and written) and a solid grounding in key HR areas, including talent acquisition, compensation management, employee engagement, performance management systems, HR data analytics, and compensation & benefits.

Job Responsibility:

- Develop a deep understanding of business goals and collaborate with assigned countries to create and implement HR policies, procedures, and best practices.
- Conduct comprehensive research and analysis to enhance HR efficiency and overall productivity.
- Lead and work closely with HR partners to design, implement, and continuously refine HR systems and processes, covering areas such as employee data management, recruitment, performance management, and employee engagement.
- Coordinate with cross-functional teams to ensure smooth and effective execution of HR initiatives.
- Oversee compensation and benefits programs to ensure market competitiveness, internal fairness, and legal compliance,

while supporting business and talent strategies.

- Manage and deliver designated Human Capital projects as assigned.

Job Qualifications:

- Bachelor's degree in Human Resources, Business Administration, Psychology, or a related field.
- 3–7 years of progressive HR experience, with specialization in Compensation & Benefits or Total Rewards.
- Strong understanding of HR processes, salary benchmarking, and compensation workflows.
- Solid analytical skills with proficiency in Excel and HR data analysis.
- Good knowledge of local labor laws and tax regulations.
- Proicient in Microsoft Office applications.
- Excellent English communication skills, both written and spoken.
- Strong organizational abilities with capability to prioritize and effectively delegate tasks.

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Company Description