



PR/119162 | HR Director

## Job Information

**Recruiter**

JAC Recruitment Thailand

**Job ID**

1580429

**Industry**

Real Estate Brokerage, Management

**Job Type**

Permanent Full-time

**Location**

Thailand

**Salary**

Negotiable, based on experience

**Refreshed**

May 12th, 2026 04:00

## 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 Director

Location: Chachoengsao

Reports to: Chief Executive Officer (CEO)

Job Type: Full-time

Department: Human Resources

### Job Summary:

The HR Director will be responsible for leading the HR department, developing HR strategies, and ensuring that HR initiatives are aligned with the overall business objectives. This role requires a strategic thinker with a deep understanding of all HR functions, including talent management, organizational development, employee relations, compensation and benefits, and compliance.

**Key Responsibilities:**

- **Strategic HR Leadership:** Develop and implement HR strategies that support the company's business goals and enhance organizational effectiveness.
- **Talent Management:** Oversee the recruitment, development, and retention of top talent. Implement talent management programs, including succession planning, leadership development, and performance management.
- **Organizational Development:** Drive organizational change initiatives, fostering a culture of continuous improvement, innovation, and employee engagement.
- **Employee Relations:** Establish and maintain effective employee relations programs. Serve as a trusted advisor to management on all HR-related issues.
- **Compensation and Benefits:** Develop and manage competitive compensation and benefits programs to attract and retain top talent. Ensure alignment with industry benchmarks and company policies.
- **Compliance:** Ensure HR policies and practices comply with federal, state, and local labor laws. Stay current with changes in employment law and regulations.
- **Diversity, Equity, and Inclusion (DEI):** Champion DEI initiatives across the organization, promoting a diverse and inclusive workplace.
- **HR Operations:** Oversee the day-to-day operations of the HR department, including HRIS management, payroll, and HR administration.
- **Budget Management:** Manage the HR department budget, ensuring cost-effective allocation of resources.
- **Reporting and Analytics:** Monitor and report on HR metrics, such as turnover rates, employee satisfaction, and training effectiveness. Use data to drive decision-making and continuous improvement.
- **Executive Collaboration:** Work closely with senior management to provide HR insights and contribute to strategic business decisions.
- **Leadership and Development:** Lead and develop the HR team, fostering a collaborative and high-performance work environment.

**Qualifications:**

- **Education:** Bachelor's degree in Human Resources, Business Administration, or a related field. A Master's degree or MBA is preferred.
- **Experience:** Minimum of 10-15 years of experience in HR, with at least 7 years in a senior HR leadership role.
- **Skills:**
  - Strong strategic thinking and problem-solving skills.
  - Extensive knowledge of HR practices, labor laws, and regulations.
  - Proven experience in talent management, organizational development, and employee relations.
  - Excellent leadership and team management abilities.
  - Superior communication and interpersonal skills.
  - Ability to influence and build relationships with stakeholders at all levels of the organization.
  - Proficiency in HR software and data analytics.

**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**