



PR/119314 | HRBP Department Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1585954

Industry

Petrochemical, Energy

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 2nd, 2026 11:00

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Basic

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Job Description

- Control the design of the organizational structure and workforce planning to ensure suitability for current operations and future organizational plans.
- Oversee and develop the compensation and benefits management system, including employee performance evaluation systems, to ensure the organization has effective personnel to support operations while maintaining competitive cost structures.
- Review and provide recommendations on the design or improvement of work processes, including the implementation of new systems within the organization, to drive continuous development.
- Supervise activities related to labor relations to promote positive relationships between employees, as well as between employees and the company.
- Oversee internal communication to ensure employees are well-informed, enabling accurate communication and understanding across the organization.

- Manage the budget and allocation of all types of employee welfare programs to facilitate efficient work and support staff needs.
- Supervise disciplinary procedures to ensure employees comply with company rules and regulations, and participate in resolving labor disputes to address conflicts in accordance with company policies and labor laws.
- Monitor and verify the accuracy of monthly payroll and compensation payments to ensure compliance with company guidelines and standards.

Qualification

- Bachelor's degree in Human Resource Management, Political Science, Law, Economics, Psychology, or a related field.
- 6–10 years of progressive experience in Human Resources Management, ideally in a managerial or supervisory capacity.
- Strong knowledge of labor laws, employment regulations, and HR compliance standards.
- Proven experience in organizational design and strategic workforce planning.
- Demonstrated expertise in job evaluation, salary structure development, and total compensation management.
- High proficiency in HR digital tools, HRIS platforms, and automation technologies to improve process efficiency.
- Solid background in talent development, competency management, and capability-building programs.

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