



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 16th, 2026 10:00

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

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- 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.

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Company Description