



PR/119845 | HRM Manager / Assistant Manager (Large scale factory)

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1599079

Industry

Other (Recruitment Services)

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

June 26th, 2026 10:50

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

Position: HRM Manager/ Assistant Manager (Large scale factory)

Location: Udonthani

Salary: 60,000 – 90,000 THB

About the Role

We are seeking an experienced HRM Manager / Assistant Manager to oversee human resource operations at our manufacturing plant. This role is critical in managing both permanent and seasonal workforce requirements within a 24-hour industrial environment, particularly during peak crop seasons.

Key Responsibilities

1. Workforce & Manpower Management

- Plan and allocate manpower to support continuous plant operations

- Manage recruitment of seasonal and subcontract labor for peak production periods
- Oversee shift scheduling, overtime, and attendance systems

2. Payroll, Compensation & Welfare

- Ensure accurate payroll processing including allowances and incentives
- Manage employee welfare programs (housing, transport, canteen, PPE)
- Liaise with government authorities (Labor Office, Social Security Office)

3. Labor & Industrial Relations

- Build strong employee engagement and prevent labor disputes
- Handle disciplinary processes and ensure legal compliance
- Coordinate with local authorities and communities

4. Performance Management

- Develop and monitor KPIs aligned with plant productivity goals

5. Safety, Health & Training

- Support occupational safety initiatives and health check programs
- Deliver training programs for employees and seasonal workers

Qualifications

- Bachelor's degree or higher in HRM, Law, Political Science, Industrial Psychology, or related fields
- 5–7 years of HR experience, with at least 3 years in a managerial role
- Strong background in manufacturing or industrial environments
- Experience managing blue-collar and shift-based workforce

Key Competencies

- Strong knowledge of labor laws and industrial relations
- Experience with seasonal workforce and subcontractor management
- Understanding of payroll structures in plant environments
- Familiarity with ISO standards and occupational safety

Soft Skills

- Excellent negotiation and conflict resolution skills
- Ability to work under pressure in a fast-paced environment
- Strong stakeholder and community relationship management

Apply now to be part of a dynamic industrial operation driving large-scale production success.

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.

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Company Description