



PR/119863 | HR Manager - Overseas

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1599089

Industry

Retail

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

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

HR Department Manager (Overseas)

Location: Chachoengsao

The HR Manager (Overseas) is responsible for developing and executing HR strategies across key functions, including recruitment, performance management, human resource development, compensation & benefits, and employee relations.

The role ensures effective implementation of HR policies, provides guidance to employees, and manages compensation systems aligned with performance, with the objective of maximizing organizational efficiency and achieving business goals.

Reports directly to the Human Resources Director

- Collaborates with department heads and managers on recruitment, training, compensation, and HR policy communication.
- Supports employee operations and ensures effective dissemination of HR policies across assigned areas.
- Liaises with external parties including labor authorities, social security offices, tax agencies, training institutions, and audit bodies.
- Implement HR policies effectively across all HR functions
- Define HR strategies; plan, manage, and monitor HR operations to ensure alignment with organizational goals.
- Oversee recruitment, performance management, HR development, compensation & benefits, and employee relations.
- Supervise and evaluate HR Managers, HR Officers, and HR Assistants.

Qualifications

- Minimum 8 years in international/overseas HR at Manager/Senior Manager or HRBP Head level.
- Experience in large-scale industrial manufacturing preferred.,
- Proven leadership of HRBP or cross-functional HR teams.

Skills & Competencies

- Strong expertise in HR Strategy, HRBP, Talent Management, C&B, L&D, and Employee Relations.
- Leadership, coaching, and team development capabilities.
- Strategic thinking, data analysis, and problem-solving skills.
- Excellent communication, presentation, and executive-level negotiation skills.
- Strong knowledge of manufacturing operations and business processes.
- Proficiency in Microsoft Office (Excel, Word, PowerPoint).
- High integrity, accountability, and ability to drive organizational change.
- Strong conflict resolution and employee relations skills.
- Experience managing multicultural and international teams.
- Strong knowledge of local and international labor laws.
- Fluent in English (additional languages are an advantage).
- Flexible, proactive, and able to work under pressure.

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Company Description