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JAC Recruitment Thailand

PR/119172 | HRBP

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1603103

Industry

Real Estate Brokerage, Management

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 15th, 2026 16:00

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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We are seeking a proactive and business-minded HR Business Partner (HRBP) to support our Business Units (BUs) in driving organizational performance and employee well-being. This role works closely with BU leaders to understand business needs, provide HR solutions, and ensure alignment with corporate HR policies and operational standards.

Key Responsibilities

- Partner closely with Business Unit leaders to understand workforce needs, provide HR recommendations, and support decision-making across all people-related areas.
- Act as the main contact point between BU and corporate HR teams to ensure HR policies, procedures, and operational practices are effectively communicated and executed.
- Monitor and oversee the general employee well-being and working environment to ensure a positive employee experience.
- Coordinate with HR Operations teams regarding payroll, incentives, budget adjustments, and headcount alignment (not directly executing payroll but overseeing and ensuring accuracy for BU).
- Provide support on HR policy interpretation and ensure compliance within the BU.
- Participate in workforce planning, manpower forecasting, and organizational changes to support business goals.

- Gather BU requirements across recruitment, development, and performance management, and collaborate with corresponding HR functions to execute.
- Support performance review cycles, talent discussions, and employee engagement activities.
- Identify HR-related issues within the BU and propose practical and strategic solutions.
- Prepare and analyze HR-related reports for management decision-making.

Job Qualifications

- Bachelor's degree in Human Resources, Business Administration, Organizational Development, or related field.
- Minimum 7–10 years+ of experience in HRBP or related HR roles.
- Strong understanding of HR operations such as payroll coordination, incentives, workforce planning, and policy implementation.
- Experience working with multiple stakeholders, especially BU leaders or department heads.
- Strong communication and relationship-building skills with the ability to influence and partner with management.
- Ability to translate business needs into HR actions and solutions.
- Good analytical and problem-solving skills; able to compile HR reports and provide insights.
- Ability to work in a fast-paced environment and manage multiple priorities.
- Proficiency in MS Office (Excel, PowerPoint) and familiarity with HRIS systems is an advantage.
- Good command of English and Thai

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Company Description