JAC Recruitment

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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
November 24th, 2026 01:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Basic Level

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

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