

PR/119262 | HR Manager (Recruitment & HRD)

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1603105

Industry
Civil Engineering and Construction

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 01:00

General Requirements

Minimum Experience Level
Over 3 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

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- Lead and govern the organization’s strategic manpower planning process, ensuring accurate headcount forecasting and alignment with business objectives.
- Partner with leadership to conduct workforce analytics, identifying capability gaps, critical roles, and future talent requirements.
- Develop and execute integrated talent acquisition strategies that support manpower priorities and long-term workforce readiness.
- Oversee end-to-end recruitment operations, ensuring quality of hire, time-to-fill efficiency, and a strong candidate experience.
- Establish and maintain talent pipelines through market mapping, proactive sourcing, and targeted employer branding initiatives.
- Conduct organization-wide training needs assessments to translate business priorities into structured development programs.
- Design, implement, and evaluate learning & development solutions, including leadership development, onboarding, and functional capability building.
- Drive continuous improvement in training effectiveness through data-driven evaluation, feedback analysis, and program enhancement.

- Support the performance management cycle by providing guidance on capability frameworks, goal setting, and development planning.
- Develop and maintain HR COE policies, governance standards, and dashboards to support workforce insights, planning accuracy, and strategic decision-making.

Qualification

- Bachelor’s degree or higher in Human Resources, Business Administration, Psychology, or related field.
- **8 years+ of experience in** HR, with strong expertise in both Recruitment and HRD.
- Experience in managing or mentoring a team is preferred.
- Strong understanding of modern recruitment strategies and learning & development practices.
- Excellent communication, stakeholder management, and interpersonal skills.
- Analytical mindset with the ability to interpret data and provide recommendations.
- Proactive, detail-oriented, and able to work independently in a fast-paced environment.
- Strong project management and organizational skills.
- Ability to multitask and manage multiple priorities effectively.

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