

PR/120195 | HRBP Specialist

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1607150

Industry
IT Consulting

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
October 20th, 2026 04:00

General Requirements

Minimum Experience Level
Over 6 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

Responsibility

- Provide strategic and tactical HR partnership, delivering day-to-day support for assigned business groups.
- Lead end-to-end recruitment for permanent and temporary roles, aligning sourcing strategies with workforce plans.
- Build strong relationships with leaders and employees to offer guidance on HR and business issues.
- Influence and advise client groups to support achievement of business objectives.
- Manage and resolve employee relations matters, conducting thorough and objective investigations.
- Ensure compliance with employment laws and partner with Legal when required.
- Strengthen workplace culture by improving relationships, morale, productivity, and retention.

- Deliver HR policy guidance, interpretation, and training for managers as needed.
- Oversee full-cycle hiring and onboarding activities for assigned groups.
- Provide coaching to managers on performance, talent development, and organizational design.
- Drive execution of HR programs including performance management, compensation planning, talent reviews, and succession planning.
- Identify training, coaching, and development needs across teams and partner with HR functions (e.g., Payroll, Immigration) to deliver cohesive HR services.
- Lead and execute HR initiatives and strategic projects, including change management, while maintaining consistent HR practices and supporting process improvements.

Qualifications:

- Bachelor’s or Master’s degree in Human Resource Management or related fields.
- Minimum 8–10 years of experience as HRBP and HR Manager (HRM, HRD) at the organizational or group level.
- Strong recruitment experience in the Banking industry, with a focus on IT and Software Developer positions, is preferred.
- Strong skills in management, strategic planning, and decision-making.
- Understanding of cross-functional management and ability to work effectively with senior executives.
- Strong knowledge of labor laws.
- Strong leadership and communication skills.
- Experience working in large-scale organizations will be considered a strong advantage.
- Good command in 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