



JAC Recruitment

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JAC Recruitment Thailand

PR/120222 | HROD Section Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1607767

Industry

Civil Engineering and Construction

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

August 18th, 2026 10:38

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

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- Develop and drive talent development frameworks, including succession planning, career progression pathways, individual development plans (IDPs), competency certification programs, and learning roadmaps to support organizational growth.
- Conduct Training Needs Analysis (TNA) and establish annual learning and development plans, ensuring effective budget planning and resource allocation.
- Collaborate with business leaders and line managers to assess capability gaps and implement targeted learning solutions to enhance workforce performance.
- Monitor, evaluate, and continuously improve the effectiveness and impact of training and development programs through measurable outcomes and feedback.
- Oversee the administration, optimization, and continuous enhancement of the Learning Management System (LMS) to ensure an effective learning experience.

- Generate HRD metrics, reports, and analytics to provide insights and support strategic workforce development and talent management initiatives.

Qualifications

- Bachelor's or master's degree in political science, Human Resources or a related field.
- Minimum 5 – 10 years of experience in HR functions.
- Strong knowledge of labor law and related regulations.
- High maturity with strong interpersonal, influencing, and communication skills.
- Ability to communicate and work effectively with people across different cultures and organizational levels.
- Strong communication and presentation skills.
- Experience in HRD, including LMS management and development of training materials.
- **Ability to work in Chachoengsao.**

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