



JAC Recruitment

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JAC Recruitment Thailand

PR/120362 | HR Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1611379

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 8th, 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

Human Resources Manager

About the Role

We are seeking an experienced Human Resources Manager to lead HR operations in Thailand and support selected APAC countries (excluding China). This role acts as a strategic business partner, change agent, and employee champion, driving talent initiatives, employee engagement, compliance, and organizational effectiveness across the business.

Key Responsibilities

- Lead end-to-end recruitment and workforce planning activities.
- Manage and develop the APAC HR team (excluding China).
- Drive performance management, learning & development, and succession planning.
- Handle employee relations, investigations, and HR policy implementation.

- Ensure compliance with Thai labor laws and HR regulations.
- Support employee engagement and company culture initiatives.
- Oversee compensation reviews, payroll controls, and HR-related reporting.
- Manage onboarding, transfers, promotions, and employee exit processes.
- Prepare monthly headcount and workforce forecasting reports.

Qualifications

- Thai National.
- Bachelor's Degree in Human Resources, Business Administration, or related field.
- Minimum 5 years of HR Management experience.
- Previous experience leading and developing HR team members.
- Strong knowledge of Thai labor law and HR best practices.
- Experience with payroll review and outsourced payroll/EOR environments is an advantage.
- Excellent communication, stakeholder management, negotiation, and problem-solving skills.
- Strong leadership skills with the ability to coach and develop team members. Opportunity to influence organizational culture and employee engagement.
- Leadership position within a global organization.

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.

Privacy Policy Link: <https://www.jac-recruitment.th/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.th/terms-of-use>

Company Description