



PR/119072 | Global Learning & People Development Manager

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1612760

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 15th, 2026 10:24

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Global Learning & People Development Manager

Role Purpose:

The Regional Learning & Development Manager is responsible for driving the regional deployment of Global People Development strategies, enhancing organizational capability through high impact learning initiatives, strengthening talent development efforts, and ensuring the effectiveness of learning systems and frameworks that enable sustainable workforce growth.

Job Responsibilities:
Regional People Development Program Execution

- Lead and coordinate the implementation of Global People Development programs to ensure smooth adoption and consistent execution across the EAS & SAOR regions.
- Act as the regional liaison to adapt global frameworks, standards, and tools into practical and

actionable plans for local markets.

- Track country-level progress, share best practices, and provide support to resolve implementation challenges.

Learning Program Design & Delivery

- Partner with subject matter experts (SMEs) to design, develop, and launch learning programs aligned with organizational capability needs.
- Apply modern learning approaches, technologies, and tools to deliver engaging, effective training experiences.
- Facilitate leadership, functional, and skills-based training sessions when needed.

Training Effectiveness & Continuous Improvement

- Evaluate the impact of regional learning programs using data insights, participant feedback, and performance metrics.
- Provide recommendations to enhance program design, delivery methods, learning tools, and overall effectiveness.

Competency & Skills Framework Development

- Lead the creation and ongoing management of a regional skills matrix to identify core competencies required for each job role.
- Collaborate with SMEs and business leaders to validate and regularly update competency frameworks to address changing business needs.
- Integrate the skills matrix into development planning and learning program design.

Talent Development

- Support the regional talent development strategy by monitoring, reviewing, and tracking Individual Development Plans (IDPs) for identified high-potential talent.
- Work closely with OpCo HR teams to ensure IDPs are actionable, aligned to career pathways, and support long-term growth.
- Provide insights and recommendations to strengthen the regional talent pipeline.

Learning Management System (LMS) Management

- Oversee LMS accuracy and data integrity, including learning records, enrollment status, completion tracking, and reporting.
- Collaborate with global teams to maintain alignment with global system standards, functionalities, and reporting needs.

Job Qualifications:

- Bachelor's degree in Human Resources, Education, Business Administration, or related field.
- 5–8 years of experience in Learning & Development, HRD, or Talent Management, with regional exposure preferred.
- Proven experience in designing and facilitating training programs within cross-cultural, cross-functional environments.
- Strong knowledge of LMS platforms and learning analytics.
- Excellent facilitation, communication, and presentation skills.
- Proficiency in modern instructional design methodologies and learning tools.
- Strong stakeholder management, project management capabilities, and a continuous improvement mindset.
- Skills in Facilitation & Presentation, Talent Development, Project Management, Stakeholder Engagement, Continuous Improvement Mindset.

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Company Description