

PR/120380 | HRPB Manager

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1612781

Industry
Business Consulting

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
November 24th, 2026 05:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Our client is a leading professional services organization undergoing significant growth and transformation. They are seeking an experienced Human Resources Business Partner (HRBP) to work closely with business leaders, driving people through strategies that support organizational goals, talent development, and business performance.

This is an excellent opportunity for an HR professional who enjoys combining strategic partnership with hands-on execution in a fast-paced, project-based environment.

Key Responsibilities

- Partner with business leaders to develop and execute people strategies aligned with business goals.
- Advise managers on workforce planning, organizational effectiveness, employee relations, and change management.
- Drive performance management, talent reviews, succession planning, and retention initiatives.
- Coach leaders on performance, feedback, employee development, and people leadership practices.

- Identify capability gaps and collaborate with L&D teams to deliver targeted development solutions.
- Support employee engagement, well-being, and inclusion initiatives to foster a positive workplace culture.
- Act as a trusted point of contact for employee concerns and help resolve people-related issues effectively.
- Partner with HR specialist teams on compensation reviews, workforce planning, and HR analytics.
- Ensure compliance with employment regulations and the consistent application of HR policies and processes.
- Leverage people data and insights to support business decisions and continuous improvement initiatives.

Requirements

- Bachelor's degree or higher in Human Resources, Business Administration, Psychology, or a related field.
- Around 5-10 years of HR experience, including HR Business Partner, People Partner, or strategic HR roles.
- Experience supporting professional services, consulting, technology, or other fast-paced, project-based environments is highly desirable.
- Strong understanding of talent management, performance management, employee relations, and organizational development.
- Demonstrated ability to influence and build trusted relationships with senior leaders and key stakeholders.
- Strong business acumen with the ability to translate business needs into practical people solutions.
- Excellent stakeholder management, communication, and interpersonal skills.
- Analytical, proactive, and solution-oriented approach to problem solving.
- Proven ability to manage multiple priorities and adapt in a dynamic environment.
- Professional, discreet, and able to handle sensitive information with a high level of integrity.
- Fluent in English.

Preferred Attributes

- Strategic mindset with a hands-on approach to execution.
- Experience supporting organizational growth, transformation, or change initiatives.
- Strong coaching and consulting skills with the ability to challenge and influence constructively.
- Comfortable working with people data and leveraging insights to support decision-making.

What's on Offer

- Opportunity to partner with senior leaders in a growing organization.
- Exposure to strategic HR initiatives and organizational transformation projects.
- Collaborative and inclusive work culture.
- Professional development and career growth opportunities.
- Competitive salary and benefits package.

Interested?

If you are a proactive HR professional who enjoys partnering with business leaders to drive organizational success, we would love to hear from you.

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