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JAC Recruitment Thailand

PR/120417 | HRBP

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1614249

Industry

Logistics, Storage

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

September 22nd, 2026 10:42

General Requirements

Minimum Experience Level

Over 10 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

HRBP is a strategic HR role that works closely with business leaders to align people strategies with business objectives. Unlike traditional HR, which focuses mainly on HR operations and administration, an HRBP acts as a consultant and advisor to management on workforce and organizational matters.

Responsibilities:

- Serve as a strategic HR Business Partner to senior leaders, aligning people strategies with business objectives.
- Lead and coach the HRBP team to deliver effective HR support across business units.
- Drive workforce planning, manpower budgeting, and organizational effectiveness initiatives.
- Partner with Talent Acquisition and HROD on hiring, talent reviews, succession planning, and leadership development.
- Advise management on performance management, employee relations, retention, and people-related challenges.

- Support organizational transformation, restructuring, and change management projects.
- Ensure compliance with labor laws, HR policies, and corporate governance standards.
- Monitor HR metrics and workforce trends, providing insights and recommendations to business leaders.
- Collaborate with HR COEs to ensure consistent implementation of HR programs and practices.

Requirements

- 12-18 years of HR experience, including 5+ years in HRBP leadership roles.
- Strong HRBP and HR General Management background.
- Expertise in Workforce Planning, Performance Management, Talent Management, Employee Relations, OD, Succession Planning, and Employee Engagement.
- Deep understanding of Thai labor law and HR governance.
- Proven experience partnering with senior executives and business leaders.
- Background in large organizations, MNCs, or regional businesses preferred.
- Regional or multi-country HR exposure is a plus.
- Strong leadership, stakeholder management, and commercial acumen.
- Excellent communication skills with strong English proficiency.

About the company

Currently working with a leading multinational company in the logistics and transportation industry, supporting HR functions within a large-scale organization operating across multiple countries in the region.

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>

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Company Description