



PR/120451 | Regional HR Manager - Global Business

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1614271

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

Key Responsibilities

- Act as the regional HR focal point for overseas entities, aligning local HR teams with Head Office HR strategy.
- Partner with Country Managers and business leaders on HR strategy, operations, and workforce planning.
- Ensure HR policies, governance, and practices are consistently implemented across countries while maintaining local compliance.
- Oversee manpower planning, budgeting, organization structure reviews, and headcount management.
- Support recruitment and talent acquisition for key management and critical positions.
- Drive performance management, compensation review, promotions, and bonus processes across the region.
- Lead talent management, succession planning, and leadership development initiatives.

- Monitor HR metrics including turnover, engagement, and retention, providing insights and recommendations.
- Advise on employee relations, disciplinary matters, and complex HR issues.
- Support HR transformation, business expansion, restructuring, and regional HR projects.

Qualifications

- 10-15+ years of HR experience in HRBP, HR Generalist, or Regional HR roles.
- 3-5+ years managing HR across multiple countries or regions.
- Strong expertise in HR Business Partnering, Workforce Planning, Performance Management, Compensation & Benefits, Talent Management, and Employee Relations.
- Experience partnering with Country Managers, senior leaders, and cross-cultural teams.
- Strong HR governance and labor law compliance knowledge.
- Excellent English communication and stakeholder management skills.
- Willingness to travel internationally and support regional operations.

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.

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Company Description