

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
November 17th, 2026 16:00

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.
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