

PR/120553 | HRBP Department Manager

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1616087

Industry
Petrochemical, Energy

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
November 3rd, 2026 12:00

General Requirements

Minimum Experience Level
Over 6 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

Human Resources Business Partner (HRBP) Manager, you will collaborate closely with organizational leaders, department managers, and employees to enhance the company's human capital capabilities. You will play a vital role in shaping HR strategies, supporting organizational development, and ensuring a positive and compliant workplace environment that fosters employee engagement and performance.

Responsibilities

- Oversee workforce planning and organizational structure design to support both current and future business needs.
- Lead the development and implementation of competitive compensation and benefits programs aligned with company goals.
- Supervise performance management processes and ensure continuous improvement and alignment with company strategies.
- Monitor and manage employee relations, disciplinary procedures, and conflict resolution to ensure alignment with legal and company standards.

- Control HR operational budgets and manage employee welfare and benefit programs.
- Design and implement employee engagement and labor relations activities to promote a positive work environment.
- Supervise HR staff and provide strategic guidance and mentorship.

Qualifications

- Bachelor’s degree in Human Resources Management, Political Science, Law, Psychology, Economics, or a related field.
- 5–8 years of experience in Human Resources management, HRBP, or People Operations role.
- Strong expertise in labor law, organizational planning, salary structure design, and HR technology.
- Proven experience in talent development and people management.
- Excellent leadership, communication, and strategic planning skills.
- Proficient in using HR digital tools and systems.

About the Company
The Client is one of Thailand’s leading clean energy and renewable power producers, now expanding into Green Logistics and EV Infrastructure to drive sustainable growth and innovation.

Our Green Logistics Business operates a modern EV Truck fleet and nationwide EV Charging Stations, supporting Thailand’s transition toward a carbon-neutral future.

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