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JAC Recruitment Thailand

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

October 6th, 2026 10:32

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