

PR/120638 | Recruitment Department Manager

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1619310

Industry
Petrochemical, Energy

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 10:22

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

Recruitment Department Manager is Lead the recruitment function and talent acquisition strategy to attract, engage, and hire top talent. Partner closely with business leaders to deliver workforce planning and recruitment solutions that support organizational growth and hiring objectives.

Key Responsibilities

- Lead and manage the end-to-end recruitment process across all business functions.
- Develop and execute talent acquisition strategies to meet current and future workforce demands.
- Partner with hiring managers to understand manpower requirements and provide recruitment advisory support.
- Manage employer branding, candidate experience, and recruitment marketing initiatives.
- Build and maintain talent pipelines for critical and hard-to-fill positions.

- Monitor recruitment KPIs and continuously improve hiring efficiency and effectiveness.
- Lead, coach, and develop the recruitment team to achieve performance targets.
- Manage relationships with recruitment agencies, job boards, and external talent partners.

Requirements

- Bachelor's degree in Human Resources, Business Administration, or related field.
- Minimum 8 years of recruitment experience, with at least 3 years in a managerial role.
- Strong experience in talent acquisition, workforce planning, and stakeholder management.
- Proven leadership experience in managing recruitment teams.
- Strong communication, negotiation, and interpersonal skills.
- Experience in manufacturing, industrial, energy, engineering, or diversified business environments is preferred.
- Good command of English

About the Company
A leading diversified industrial group operating in the energy and utilities sector, focusing on sustainable business growth, operational excellence, and innovation.
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