JAC Recruitment

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JAC Recruitment Thailand

PR/120733 | HRBP Chinese skill - Manufacturing (Expat Welcome)

Job Information

Recruiter
JAC Recruitment Thailand

Job ID
1621747

Industry
Other (Manufacturing)

Job Type
Permanent Full-time

Location
Thailand

Salary
Negotiable, based on experience

Refreshed
November 10th, 2026 11:17

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

HRBP Director
Are you a strategic HR leader with strong manufacturing experience and the ability to partner with business leaders in a multinational environment? We are looking for an experienced **HRBP Director** to lead people strategies, organizational effectiveness, talent management, and employee relations for a leading global manufacturing company.

Key Responsibilities

- Partner with business leaders to drive people strategies aligned with organizational objectives.
- Lead workforce planning, organization design, succession planning, and talent management initiatives.
- Advise and coach leaders on performance management, employee engagement, leadership effectiveness, and change management.
- Drive recruitment strategies for key manufacturing, engineering, and leadership positions.
- Manage expatriate programs, including mobility, onboarding, relocation, and cross-border employee support.

- Lead employee and labor relations activities while ensuring compliance with local employment laws and company policies.
- Drive HR transformation, process improvement, and organizational development projects.
- Build and develop a high-performing HR team and foster a positive workplace culture.

Qualifications

- Bachelor's Degree or above in Human Resources, Business Administration, Psychology, or related fields.
- Minimum 8 years of HR experience with at least 3 years in a senior HRBP, HR Manager, or HR Director position.
- Solid experience in **Manufacturing, Electronics, Semiconductor, Automotive, or Industrial sectors**.
- Strong background supporting plant operations and business leadership teams.
- Proven experience managing expatriates and working within a multinational environment.
- Fluent in **Thai, Mandarin Chinese, and English**.
- Strong knowledge of labor law, talent management, succession planning, and employee relations.
- Excellent stakeholder management, communication, and leadership skills.

About the Company
Our client is a well-established multinational manufacturing organization with a strong global presence across Asia, Europe, and the Americas. The company is recognized for its innovation, operational excellence, and commitment to developing high-performing teams in a dynamic international environment.

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
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Company Description