



PR/116856 | Senior HR Manager

募集職種

人材紹介会社

ジェイ エイ シー リクルートメント タイランド

求人ID

1537102

業種

福祉・介護

雇用形態

正社員

勤務地

タイ

給与

経験考慮の上、応相談

更新日

2025年04月30日 16:20

応募必要条件

職務経験

3年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

ビジネス会話レベル

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

募集要項

Senior HR Manager

Key Objectives:

The Senior HR Manager will be responsible for designing and executing initiatives that strengthen the organizational structure, improve employee experience, and align people strategies with business goals. The ideal candidate will serve as a strategic advisor to leadership, promoting a high-performance culture and cultivating a positive work environment.

Job Description:

1. Organizational Development & HR Strategy:

- Create and implement HR strategies and policies that support business objectives.
- Lead talent management, workforce planning, and succession planning initiatives.
- Partner with leadership to refine and promote the company's values, mission, and long-term vision.

2. Employee Engagement & Experience:

- Design and deliver employee engagement programs to enhance morale, motivation, and retention.
- Develop and manage employee recognition and reward initiatives.
- Collaborate with managers to strengthen leadership skills and team performance.

3. Culture & Workplace Experience:

- Serve as a culture champion, ensuring company values are integrated at all levels.
- Lead efforts to foster a diverse, inclusive, and equitable workplace.
- Create strategies to improve internal communication and teamwork.
- Design and oversee well-being programs that support employees' mental and physical health.

4. Talent Management Support:

- Assist in developing and implementing talent management strategies, including succession planning and leadership development.
- Monitor progress and track key performance indicators (KPIs) to ensure the successful execution of HR strategies.

5. Compensation & Benefits:

- Develop and manage compensation and benefits programs aligned with company goals.
- Conduct regular compensation analysis and market research to ensure competitive salary structures.
- Provide expertise on labor law compliance, employee relations, and workplace policies.
- Support the implementation of HRIS systems to streamline HR processes.

Job Qualifications:

1. Bachelor's or Master's degree in Human Resources, Organizational Development, Business Administration, or a related field.
2. 8+ years of HR experience, with a focus on organizational development, strategy, and culture.
3. Proven track record in leading HR transformation, change management, and employee engagement initiatives.
4. Strong communication, data analysis, and execution skills for HR strategies.
5. Ability to thrive in a fast-paced, dynamic environment with both strategic and hands-on responsibilities.
6. In-depth knowledge of local and international labor laws and regulations.