



PR/117885 | VP - Strategic HR

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

1556215

業種

その他（人材サービス）

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10月07日 08:00

応募必要条件

キャリアレベル

中途経験者レベル

英語レベル

無し

日本語レベル

無し

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

Position: Vice President – Strategic Human Resources

Reports to: Chief Executive Officer / Chief People Officer

Role Overview:

The VP of Strategic HR is a visionary leader responsible for shaping and executing the organization's long-term human capital strategy. This role goes beyond traditional HR management—focusing on workforce planning, organizational design, leadership development, and cultural transformation to support business growth and innovation.

Key Responsibilities:

1. Strategic Leadership
 - Develop and implement HR strategies that align with corporate goals and future business needs
 - Partner with executive leadership to drive organizational change, agility, and talent optimization

- Lead workforce planning, succession planning, and leadership pipeline development
- Champion diversity, equity, inclusion, and belonging initiatives across the enterprise
- 2. Organizational Development
 - Design and evolve organizational structures to support scalability and innovation
 - Oversee employee engagement strategies and culture-building programs
 - Lead change management efforts during mergers, acquisitions, or restructuring
- 3. Talent & Performance
 - Build high-impact talent acquisition and retention strategies
 - Oversee performance management systems that drive accountability and excellence
 - Guide executive coaching, leadership development, and learning programs
- 4. Governance & Compliance
 - Ensure HR policies and practices comply with local and international labor laws
 - Monitor HR metrics and analytics to inform strategic decisions
 - Manage risk related to employment practices and workforce relations

Qualifications & Experience:

- Master's Degree in Human Resources, Business Administration, or related field
- 15+ years of progressive HR leadership experience, with at least 5 years in a strategic executive role
- Proven success in leading HR transformation in complex, global organizations
- Deep expertise in organizational design, talent strategy, and change leadership
- Strong business acumen and ability to influence at the C-suite level

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会社説明