



タイの求人なら
JAC Recruitment Thailand

PR/116465 | 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
1562420

業種
石油・エネルギー

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12月16日 04:00

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

- Key Responsibilities**Strategic HR Leadership
- Develop and implement HR strategies that support business growth and operational excellence
 - Align workforce planning with long-term organizational goals
 - Promote a culture of innovation, collaboration, and continuous improvement
- Talent Acquisition & Retention
- Oversee full-cycle recruitment, onboarding, and workforce planning
 - Conduct exit interviews and analyze trends to improve retention
 - Build succession plans and talent pipelines for critical roles
- Policy, Compliance & Risk Management
- Maintain and update HR policies and job descriptions in line with labor laws
 - Ensure compliance with safety regulations and employment standards
 - Mitigate HR-related risks through proactive policy enforcement
- Compensation & Benefits
- Lead compensation benchmarking and job evaluations
 - Manage benefits programs to meet employee needs and industry standards
 - Ensure pay structures are competitive and equitable
- Employee Relations & Performance Management
- Foster a positive work environment through effective employee relations programs
 - Drive performance management processes including goal setting, coaching, and reviews

- Support managers in handling employee issues and development plans

Organizational Development & Change Management

- Design and implement Individual Development Plans (IDPs)
- Facilitate training programs and learning initiatives
- Lead organizational change efforts to improve agility and efficiency

Qualification

- Bachelor's degree in HR, Business Administration, or related field
- 8+ years in HR leadership, ideally in construction, engineering, or manufacturing
- Proven track record in strategic HR planning and execution

- Good both in English and Thai
- Proficiency in organizational development and change management

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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会社説明