

タイの求人なら JAC Recruitment Thailand

PR/118531 | HROD 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

1565964

業種

物流・倉庫

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11月18日 10:08

応募必要条件

職務経験

10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

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

Human Resource Organizational Development Manager

Key Responsibilities

Talent Management & Succession Planning

- Develop and implement comprehensive talent management strategies to identify, nurture, and retain high-potential employees.
- Create and maintain succession plans for critical positions to ensure leadership continuity.
- Ensure all identified talent and successors have formal Individual Development Plans (IDPs) to accelerate growth and readiness.

Management Trainee Program

- Design and oversee the full lifecycle of a structured management trainee program.
- Define learning objectives, rotational assignments, and mentorship opportunities to build future leaders.
- Track trainee progress and ensure alignment with organizational goals and development plans.

Leadership Development

- Evaluate leadership capabilities across the organization and identify development needs.
- · Design and deliver leadership programs, workshops, and coaching initiatives for all management levels.
- · Promote a culture of continuous learning, equipping leaders with skills to drive team performance.

Scholarship and Internship Program

- Develop and manage scholarship and internship programs to attract and integrate emerging talent.
- Partner with educational institutions and internal teams to create impactful learning experiences.
- Establish clear pathways for interns and scholars to transition into permanent roles.

Culture Transformation

- · Lead initiatives to evolve organizational culture in line with company values and strategic objectives.
- · Conduct cultural assessments to identify strengths and improvement areas.
- Implement programs that enhance employee engagement and overall experience.

Change Management

- · Drive organizational change initiatives, including communication planning and employee support during transitions.
- · Reduce resistance and ensure smooth adoption of new processes, technologies, or structures.

Strategic Partnership & Consultation

- · Act as an internal consultant and subject matter expert for HR Business Partners and senior leaders on OD matters.
- Collaborate across functions to align OD initiatives with broader business strategies.

Qualifications

- Bachelor's degree in HR, Organizational Development, I/O Psychology, Business Administration, or related field; Master's preferred.
- 10+ years of experience in Organizational Development and Learning & Development with proven success in implementing OD strategies.
- · Strong knowledge of OD principles, theories, and methodologies.
- · Excellent facilitation, presentation, and communication skills.
- · Analytical and problem-solving skills with ability to translate data into actionable strategies.
- · Experience leading change management initiatives.
- · Ability to influence stakeholders at all levels and build strong relationships.
- · Strong project management skills with capacity to handle multiple initiatives simultaneously.

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