



タイの求人なら  
JAC Recruitment Thailand

## PR/118943 | HR Training and Development

### 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

1575543

#### 業種

化学・素材

#### 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

2026年02月03日 11:59

### 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

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

#### Job Description:

- Lead the overall **HRD, HROD strategy** and operations across the organization.
- **Training & Development:** Design, implement, and evaluate organization-wide training programs, learning pathways, and leadership development initiatives.
- **Competency Management:** Maintain the competency framework, conduct assessments and gap analyses, and support capability-building plans.
- **Individual Development Plans (IDP):** Drive the IDP process, coach managers in crafting development plans, and track employee progress.
- **Employee Engagement:** Lead engagement surveys, interpret insights, develop action plans, and deliver initiatives that strengthen culture and employee experience.
- **Talent Management:** Identify and develop high-potential employees through structured talent programs and capability-building interventions.
- **Succession Planning:** Manage succession pipelines for critical roles through assessments, readiness evaluations, and targeted development plans.
- **Organizational Development:** Support change management, performance systems, organizational capability improvements, and transformation projects.
- **Evaluation & Reporting:** Measure training effectiveness and ROI, monitor development KPIs, and provide

data-driven recommendations for continuous improvement.

**Qualifications:**

- Bachelor's or Master's degree in Human Resources, Business Administration, or related field.
- Minimum 7-10 years of progressive HR experience, with at least 5 years in a senior role.
- Proven experience in HRD, HROD functions.
- Strong knowledge of Thai labor laws and HR best practices in manufacturing environments.
- Excellent leadership, communication, and stakeholder management skills.
- Ability to work strategically while remaining hands-on and operationally effective.
- Good in Thai and English.

**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