



PR/119863 | HR Manager - Overseas

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

1599089

業種

小売

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08月09日 05:00

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

流暢

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

HR Department Manager (Overseas)

Location: Chachoengsao

The HR Manager (Overseas) is responsible for developing and executing HR strategies across key functions, including recruitment, performance management, human resource development, compensation & benefits, and employee relations.

The role ensures effective implementation of HR policies, provides guidance to employees, and manages compensation systems aligned with performance, with the objective of maximizing organizational efficiency and achieving business goals.

Reports directly to the Human Resources Director

- Collaborates with department heads and managers on recruitment, training, compensation, and HR policy communication.
- Supports employee operations and ensures effective dissemination of HR policies across assigned areas.
- Liaises with external parties including labor authorities, social security offices, tax agencies, training institutions, and audit bodies.
- Implement HR policies effectively across all HR functions
- Define HR strategies; plan, manage, and monitor HR operations to ensure alignment with organizational goals.
- Oversee recruitment, performance management, HR development, compensation & benefits, and employee relations.
- Supervise and evaluate HR Managers, HR Officers, and HR Assistants.

Qualifications

- Minimum 8 years in international/overseas HR at Manager/Senior Manager or HRBP Head level.
- Experience in large-scale industrial manufacturing preferred.,
- Proven leadership of HRBP or cross-functional HR teams.

Skills & Competencies

- Strong expertise in HR Strategy, HRBP, Talent Management, C&B, L&D, and Employee Relations.
- Leadership, coaching, and team development capabilities.
- Strategic thinking, data analysis, and problem-solving skills.
- Excellent communication, presentation, and executive-level negotiation skills.
- Strong knowledge of manufacturing operations and business processes.
- Proficiency in Microsoft Office (Excel, Word, PowerPoint).
- High integrity, accountability, and ability to drive organizational change.
- Strong conflict resolution and employee relations skills.
- Experience managing multicultural and international teams.
- Strong knowledge of local and international labor laws.
- Fluent in English (additional languages are an advantage).
- Flexible, proactive, and able to work under pressure.

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.

Privacy Policy Link: <https://www.jac-recruitment.th/privacy-policy>

Terms and Conditions Link: <https://www.jac-recruitment.th/terms-of-use>