

PR/119172 | HRBP

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
1603103

業種
不動産仲介・管理

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11月24日 01:00

応募必要条件

職務経験
6年以上

キャリアレベル
中途経験者レベル

英語レベル
基礎会話レベル

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

We are seeking a proactive and business-minded HR Business Partner (HRBP) to support our Business Units (BUs) in driving organizational performance and employee well-being. This role works closely with BU leaders to understand business needs, provide HR solutions, and ensure alignment with corporate HR policies and operational standards.

Key Responsibilities

- Partner closely with Business Unit leaders to understand workforce needs, provide HR recommendations, and support decision-making across all people-related areas.
- Act as the main contact point between BU and corporate HR teams to ensure HR policies, procedures, and operational practices are effectively communicated and executed.
- Monitor and oversee the general employee well-being and working environment to ensure a positive employee experience.
- Coordinate with HR Operations teams regarding payroll, incentives, budget adjustments, and headcount alignment (not directly executing payroll but overseeing and ensuring accuracy for BU).
- Provide support on HR policy interpretation and ensure compliance within the BU.
- Participate in workforce planning, manpower forecasting, and organizational changes to support business goals.

- Gather BU requirements across recruitment, development, and performance management, and collaborate with corresponding HR functions to execute.
- Support performance review cycles, talent discussions, and employee engagement activities.
- Identify HR-related issues within the BU and propose practical and strategic solutions.
- Prepare and analyze HR-related reports for management decision-making.

Job Qualifications

- Bachelor’s degree in Human Resources, Business Administration, Organizational Development, or related field.
- Minimum 7–10 years+ of experience in HRBP or related HR roles.
- Strong understanding of HR operations such as payroll coordination, incentives, workforce planning, and policy implementation.
- Experience working with multiple stakeholders, especially BU leaders or department heads.
- Strong communication and relationship-building skills with the ability to influence and partner with management.
- Ability to translate business needs into HR actions and solutions.
- Good analytical and problem-solving skills; able to compile HR reports and provide insights.
- Ability to work in a fast-paced environment and manage multiple priorities.
- Proficiency in MS Office (Excel, PowerPoint) and familiarity with HRIS systems is an advantage.
- Good command of English and Thai

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