

PR/119262 | HR Manager (Recruitment & HRD)

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
1603105

業種
土木

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10日 20:00

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 and govern the organization’s strategic manpower planning process, ensuring accurate headcount forecasting and alignment with business objectives.
- Partner with leadership to conduct workforce analytics, identifying capability gaps, critical roles, and future talent requirements.
- Develop and execute integrated talent acquisition strategies that support manpower priorities and long-term workforce readiness.
- Oversee end-to-end recruitment operations, ensuring quality of hire, time-to-fill efficiency, and a strong candidate experience.
- Establish and maintain talent pipelines through market mapping, proactive sourcing, and targeted employer branding initiatives.
- Conduct organization-wide training needs assessments to translate business priorities into structured development programs.
- Design, implement, and evaluate learning & development solutions, including leadership development, onboarding, and functional capability building.
- Drive continuous improvement in training effectiveness through data-driven evaluation, feedback analysis, and program enhancement.

- Support the performance management cycle by providing guidance on capability frameworks, goal setting, and development planning.
- Develop and maintain HR COE policies, governance standards, and dashboards to support workforce insights, planning accuracy, and strategic decision-making.

Qualification

- Bachelor’s degree or higher in Human Resources, Business Administration, Psychology, or related field.
- **8 years+ of experience in** HR, with strong expertise in both Recruitment and HRD.
- Experience in managing or mentoring a team is preferred.
- Strong understanding of modern recruitment strategies and learning & development practices.
- Excellent communication, stakeholder management, and interpersonal skills.
- Analytical mindset with the ability to interpret data and provide recommendations.
- Proactive, detail-oriented, and able to work independently in a fast-paced environment.
- Strong project management and organizational skills.
- Ability to multitask and manage multiple priorities effectively.

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