

PR/120417 | 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
1614249

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
2026年11月03日 04:00

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
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

HRBP is a strategic HR role that works closely with business leaders to align people strategies with business objectives. Unlike traditional HR, which focuses mainly on HR operations and administration, an HRBP acts as a consultant and advisor to management on workforce and organizational matters.

Responsibilities:

- Serve as a strategic HR Business Partner to senior leaders, aligning people strategies with business objectives.
- Lead and coach the HRBP team to deliver effective HR support across business units.
- Drive workforce planning, manpower budgeting, and organizational effectiveness initiatives.
- Partner with Talent Acquisition and HROD on hiring, talent reviews, succession planning, and leadership development.
- Advise management on performance management, employee relations, retention, and people-related challenges.

- Support organizational transformation, restructuring, and change management projects.
- Ensure compliance with labor laws, HR policies, and corporate governance standards.
- Monitor HR metrics and workforce trends, providing insights and recommendations to business leaders.
- Collaborate with HR COEs to ensure consistent implementation of HR programs and practices.

Requirements

- 12-18 years of HR experience, including 5+ years in HRBP leadership roles.
- Strong HRBP and HR General Management background.
- Expertise in Workforce Planning, Performance Management, Talent Management, Employee Relations, OD, Succession Planning, and Employee Engagement.
- Deep understanding of Thai labor law and HR governance.
- Proven experience partnering with senior executives and business leaders.
- Background in large organizations, MNCs, or regional businesses preferred.
- Regional or multi-country HR exposure is a plus.
- Strong leadership, stakeholder management, and commercial acumen.
- Excellent communication skills with strong English proficiency.

About the company
Currently working with a leading multinational company in the logistics and transportation industry, supporting HR functions within a large-scale organization operating across multiple countries in the region.

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

会社説明