

PR/120451 | Regional HR Manager - Global Business

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
1614271

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

Key Responsibilities

- Act as the regional HR focal point for overseas entities, aligning local HR teams with Head Office HR strategy.
- Partner with Country Managers and business leaders on HR strategy, operations, and workforce planning.
- Ensure HR policies, governance, and practices are consistently implemented across countries while maintaining local compliance.
- Oversee manpower planning, budgeting, organization structure reviews, and headcount management.
- Support recruitment and talent acquisition for key management and critical positions.
- Drive performance management, compensation review, promotions, and bonus processes across the region.
- Lead talent management, succession planning, and leadership development initiatives.

- Monitor HR metrics including turnover, engagement, and retention, providing insights and recommendations.
- Advise on employee relations, disciplinary matters, and complex HR issues.
- Support HR transformation, business expansion, restructuring, and regional HR projects.

Qualifications

- 10-15+ years of HR experience in HRBP, HR Generalist, or Regional HR roles.
- 3-5+ years managing HR across multiple countries or regions.
- Strong expertise in HR Business Partnering, Workforce Planning, Performance Management, Compensation & Benefits, Talent Management, and Employee Relations.
- Experience partnering with Country Managers, senior leaders, and cross-cultural teams.
- Strong HR governance and labor law compliance knowledge.
- Excellent English communication and stakeholder management skills.
- Willingness to travel internationally and support regional operations.

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.

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会社説明