



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09月22日 10:42

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.

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会社説明