



PR/116451 | HRBP

Job Information

Recruiter

JAC Recruitment Thailand

Job ID

1516337

Industry

IT Consulting

Job Type

Permanent Full-time

Location

Thailand

Salary

Negotiable, based on experience

Refreshed

April 15th, 2025 01:01

General Requirements

Minimum Experience Level

Over 3 years

Career Level

Mid Career

Minimum English Level

Business Level

Minimum Japanese Level

Business Level

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Responsibility

HRBP Support

- Provide HR partnership, for both strategic and tactical initiatives, day to day HR support and execution of strategies for assigned business groups.
 - Builds and maintains effective working relationships with leaders and employees to provide guidance and counsel on a variety of HR and business-related issues on both strategic and tactical levels
 - Provides influence and guidance to client groups through developing partnerships to support achieving business objectives within the assigned populations.
 - Manages and resolves employee relations issues.
 - Conducts effective, thorough and objective investigations.
 - Maintains in-depth knowledge of compliance requirements related to day-to-day management of employees, ensuring regulatory compliance. Partners with the legal department as needed/required
- Works closely with management and employees to improve work relationships, build morale, and increase productivity and retention.

- Provides HR policy guidance and interpretation.
 - Coordinates recruiting for assigned groups, ensuring timely completion of hiring and onboarding activities including but not limited to issuing letters, completing new hire compliance activities and ensuring robust new hire onboarding.
 - Provides counsel and drives execution on workforce planning and organizational design
 - Provides consultation/coaching/training to managers on performance, talent development, and employee relations.
 - Provides day-to-day talent and performance management guidance (coaching, mentoring, counseling, career development, disciplinary actions).
 - Implements HR best practices for key HR processes including performance management, compensation planning, workforce/capability planning, and talent management.
 - Accesses talent opportunities and performance gaps; oversee talent planning, talent reviews, talent development, and succession planning for assigned business groups.
 - Identifies training/coaching/mentoring needs for departments, managers and employees
 - Partners with other HR team members (International HR, Immigration, Payroll) acting as a point of contact and liaison with supported groups to deliver robust HR services.
 - Oversees and executes implementation of HR and/or business initiative in assigned business groups.
 - Provides project management expertise through the initiation, management and driving of strategic projects and initiatives and change management.
 - Participates in assigned business groups operational meetings, business reviews, and team building.
 - Act as an advisor on HR issues to management of assigned business groups.
 - Handle other projects, duties and responsibilities as assigned.
- Maintains knowledge of legal requirements for employers, and suggests updates as needed, to remain compliant for policies and the Employee Handbook.
- Researches, develops and proposes policy updates, new policies and/or update procedures/guidelines to support growing and evolving organization.
 - Provides trend data to CHRO for review and discussion
 - Ensure HR team is able to provide guidance to managers and employees on policies and how to interpret them; may train managers as needed
 - Consults with employment attorney as needed
 - Partners with HRBPs and broader HR team to ensure consistent application of practices and procedures where appropriate (example: Exit management process)
 - Facilitate discussion when HRBP's find issue; propose solutions; refine internal processes.

Qualification

- At least bachelor's degree in human resources or related field
- 7 years+ experienced in any job related to people management
- Good in Thai and English
- Demonstrate good understanding of people challenges
- Knowledge about people practices in one of the following areas: organization structure, succession planning, performance management, career management.
- Able to use data, metrics and evidence to drive decision making about people issues

Company Description