



PR/159055 | L&D Manager

Job Information

Recruiter

JAC Recruitment Malaysia

Job ID

1541098

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Malaysia

Salary

Negotiable, based on experience

Refreshed

May 20th, 2025 12:42

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

L&D Manager

A rapidly growing MNC manufacturing in Kulim is looking for a **L&D Manager** to be part of their team. You will be a key part of helping the business to responsible for implementing the overall Learning & Development strategy for all manufacturing sites in Malaysia.

Responsibilities

- Responsible for the implementation of the overall Learning & Development strategy for the region in support of all manufacturing sites in Malaysia.

- Responsible for the implementation of global or regional core development programs at a site (e.g. Management Development New Employee Orientation).
- Provides leadership and guidance to site trainers. Implements a site analysis process to address business needs and the gaps that require solutions.
- Analyzes the results and recommends training programs for local implementation to address and improve deficiencies across the full spectrum of Learning & Development solutions (Management and Non-Management applications).
- Ensures that Learning & Development metrics are tracked and used proactively to drive site process improvements (eg. e-Learning usage is increased and costs are decreased while meeting the learners' needs).
- Rolls up site Learning & Development metrics for country summaries, as requested.
- Collaborate with the Malaysia HRBPs to plan and build a training plan to support business objectives.
- Ensures compliance to corp. policies, governmental regulations and RBA.
- Ability to effectively lead and motivate subordinates located at different locations in Malaysia.

Requirements

- At least a bachelor's degree in Human Resources Management or any related field, with a master's degree in any discipline, will be advantageous.
- 7 to 10 years of working experience in overall Human Resources function as a Learning & Development Manager or Human Resources Business Partner and working experience in the manufacturing working environment will be a great advantage.
- Occasional travel may be required.
- In-depth knowledge of labor laws and government regulations.
- Excellent communication, interpersonal, analytical, problem solving, facilitation, internal consulting and negotiation skills.
- Strong business acumen and Customer Satisfaction initiatives
- High sense of responsibility, reliable, and accountable
- Excellent Team-Player, Positive-thinking, and Can-do Attitude.
- Good command of written and spoken English. Ability to effectively communicate with a wide variety of internal customers.
- Ability to evaluate multiple highly detailed tasks, determine priorities and organize work in a manner that allows for timely completion of projects.
- Ability to manage sensitive employee information in a confidential manner.
- Knowledge of computer applications and the ability to accurately perform tasks in some or all of the following applications: Excel, Word, PowerPoint etc.
- Ability to effectively lead and motivate subordinates located at different locations in Malaysia.

Company Description