



## PR/159164 | HRBP Manager

### Job Information

**Recruiter**
[JAC Recruitment Malaysia](#)
**Job ID**

1544748

**Industry**

Other (Manufacturing)

**Job Type**

Permanent Full-time

**Location**

Malaysia

**Salary**

Negotiable, based on experience

**Refreshed**

June 17th, 2025 10:15

### 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

A rapid growing company in Kulim is looking for HRBP Manager to acts as a strategic HR partner, building strong relationships with business leaders and employees, aligning people strategies with business objectives, and ensuring effective management of all HR processes and compliance. The ideal candidate must have at least 8 years of HR experience in manufacturing, startup experience preferred, strong knowledge of labor laws, and proficiency in English and Mandarin.

### Responsibilities

- Acts as a point of the contact for the business leaders, line managers and employees of the business unit/department assigned to.
- Builds a strong business relationship with the business leaders, line managers, and employees of the business unit/department assigned to and collaborates with the business leaders in aligning business needs with people strategies, directions, and objectives.
- Collaborates with the business/departmental leadership team of the businesses/departments assigned to on all

human resources and its related topics, and provide HR knowledge/solutions that helps the business/department to solve people management issue and to meet their business/departmental objectives.

- Collaborates with the business/departmental line managers to ensure all people processes; recruitment & selection, workforce planning, compensation & benefits, performance management, talent review, succession plan, annual merit increase & promotion, learning & development program, related compliances, and etc. are effectively managed.
- Provides guidance, coaching, to people managers of the business/department assigned to in all HR/People Management aspects.
- Ensures consistent application of policies and procedures for recruiting, rewarding, retaining, recognizing and developing people within a site.
- Effectively handles employee enquires and mediate during the employee dispute, guides managers to take corrective actions, and/or disciplinary actions
- Contributes to the execution of the business unit/departmental business plan through the creation, where appropriate, and implementation of the people strategies that attract, develop, and retain the employees.
- Partners with the site senior management team to implement organizational change interventions and initiatives.
- Navigate the unique challenges and dynamics of startup manufacturing environments and leverage expertise in rolling HR initiatives.
- Manages the rollout of Corporate Human Resources Programs at the site level.
- Ensures compliance to corp. policies, governmental regulations & laws. Keeps abreast of legislative decisions, changes in employment laws & regulations to limit legal exposure & liability.

#### **Requirements**

- Bachelor's degree in human resources management, or any related field,
- More than 8 years of working experience for overall Human Resources functions as HR generalist, HR Manager, or Human Resources Business Partner, from the manufacturing working environment.
- Experience in new startup of manufacturing facilities will be an added 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 and Mandarin
- Ability to evaluate multiple highly detailed tasks, determine priorities and organize work in a manner that allows for timely completion of projects.
- Ability to effectively collaborate and motivate team members with a diverse group of skill sets.

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#### **Company Description**