



PR/158401 | Full Spectrum Human Resource Manager (Datacenter)

Job Information

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

1548024

Industry

Civil Engineering and Construction

Job Type

Permanent Full-time

Location

Malaysia

Salary

Negotiable, based on experience

Refreshed

July 8th, 2025 16:31

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

Company and Job Overview

A Japanese datacenter infrastructure construction and maintenance organization seeking a full spectrum HR Manager who will be responsible for managing and executing all HR functions, including industrial relations (IR), compensation and benefits (C&B), employee engagement, and work permit processes. This role will be based in Cyberjaya, Selangor.

Job Responsibilities

- Manage employee relations, ensuring compliance with labor laws and fostering a positive work environment.
- Design and manage competitive compensation and benefits programs.
- Develop and implement employee engagement initiatives to enhance workplace culture.
- Oversee work permit processes and ensure compliance with immigration laws.
- Lead recruitment and onboarding efforts to attract top talent.

- Identify training needs and develop programs for employee growth.
- Develop and update HR policies and ensure compliance with regulations.
- Oversee performance management and support managers in the appraisal process.
- Prepare HR reports and use data to drive HR strategies.

Job Requirements

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- Minimum of 5 years of HR experience, preferably in the construction industry.
- Strong knowledge of labor laws, compensation and benefits, employee engagement, and work permit processes.
- Excellent communication and interpersonal skills.
- Proven ability to manage multiple priorities and work in a fast-paced environment.
- Strong problem-solving and conflict resolution skills.
- Proficiency in HR software and Microsoft Office Suite.

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#stateSelangor

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Company Description