



JAC Recruitment

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Vietnam



## PR/094489 | HR Manager / Director - Manufacturing

### Job Information

**Recruiter**

JAC Recruitment Vietnam Co., Ltd

**Job ID**

1549282

**Industry**

Other (Manufacturing)

**Job Type**

Permanent Full-time

**Location**

Vietnam

**Salary**

Negotiable, based on experience

**Refreshed**

July 8th, 2025 17:12

### 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

We are seeking a dynamic and experienced HR Manager to lead our human resources department in Vietnam. This role involves overseeing all HR functions, including recruitment, employee relations, performance management, and compliance with local labor laws. The ideal candidate will have a strong background in HR management within the electronics or manufacturing industry and be fluent in both Vietnamese and Chinese.

#### Job Responsibilities

- Recruitment and Staffing: Manage the end-to-end recruitment process, including job postings, interviews, and onboarding.
- Employee Relations: Foster a positive work environment and address any employee issues or grievances.
- Performance Management: Implement and oversee performance appraisal systems and employee development

programs.

- Compliance: Ensure adherence to Vietnamese labor laws and regulations.
- HR Policies and Procedures: Develop and update HR policies and procedures in alignment with company goals.
- Training and Development: Plan and conduct training sessions to enhance employee skills and knowledge.
- Payroll and Benefits Administration: Oversee payroll processing and benefits administration.
- Strategic HR Planning: Partner with senior management to align HR strategies with business objectives.

#### Job Requirements

- Bachelor's degree in Human Resources, Business Administration, or a related field.
- Minimum of 5 years of HR management experience, preferably in the electronics or manufacturing industry.
- Fluency in Vietnamese and Chinese (Mandarin) is required.
- Strong knowledge of Vietnamese labor laws and HR best practices.
- Excellent interpersonal and communication skills.
- Proven ability to manage and resolve conflicts.
- Strong organizational and time management skills.
- Ability to work independently and in a team-oriented environment.

#LI-JACVN

**Notice:** By submitting an application for this position, you acknowledge and consent to the disclosure of your personal information to the Privacy Policy and Terms and Conditions, for the purpose of recruitment and candidate evaluation.

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