



PR/095630 | Vice President Global Human Resources

Job Information

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

1552501

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

July 22nd, 2025 10:39

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 leading deep tech company headquartered in Singapore, this organization specializes in advanced materials and nano-engineering solutions. Established as a university spin-off, it delivers innovative coating technologies and precision manufacturing services to industries such as consumer electronics, automotive, and semiconductors. With strong R&D capabilities and a global presence, the company helps clients enhance product performance, durability, and efficiency through cutting-edge surface solutions.

Job Purpose

As the Vice President Global Human Resources, you will lead the global HR function, aligning people strategy with business priorities to build a high-performing, agile, and globally integrated organization. This role is pivotal in shaping a unified company culture, developing leaders, optimizing workforce performance, and ensuring operational HR excellence across multiple international sites.

Responsibilities:

Strategic Human Resources Leadership

- Develop and execute a comprehensive, long-term HR strategy aligned with business growth, transformation, and international expansion goals.
- Serve as a strategic advisor to the CEO and executive team on people, organization, and change matters.
- Design and implement workforce models that support business agility, innovation, and operational scalability across diverse global sites.
- Lead enterprise-wide organizational design and strategic workforce planning to support growth in R&D, engineering, manufacturing, and corporate functions.

Strategic Projects & Transformation

- Lead and sponsor cross-functional strategic HR projects such as culture transformation, global operating model alignment, HR digitalization, and workforce modernization.
- Partner with business leaders and project teams on key transformation initiatives (e.g., ERP implementation, site expansion, automation, sustainability-linked reskilling).
- Ensure change management and communication frameworks are in place for effective adoption across all levels.
- Implement global centers of excellence (CoEs) in areas such as Talent Acquisition, Performance & Rewards, Learning & Development, and Talent Management.
- Introduce and govern metrics-driven continuous improvement initiatives to raise the HR function's effectiveness, responsiveness, and business impact.

Global HR Operations & Excellence

- Build and manage a globally integrated HR operating model that balances efficiency, compliance, and local responsiveness.
- Oversee core HR functions including HR systems, data governance, payroll, compensation & benefits, and shared services.
- Drive continuous improvement in HR service delivery, standardization, and digital enablement.
- Champion HR metrics, analytics, and dashboards to inform leadership decisions and performance tracking.

Integration & Global Alignment

- Lead post-merger, new market, and cross-site integration efforts, ensuring people, culture, and processes are aligned globally.
- Standardize HR practices across business units and geographies, while remaining compliant with local regulations.
- Promote cross-cultural understanding and collaboration across regions including Singapore, India, Vietnam, Japan, China, and Europe.

Leadership & Talent Development

- Architect global talent management programs, succession pipelines, and executive development strategies.
- Drive leadership assessments, coaching, and growth pathways to build strong internal capabilities.
- Embed a high-performance, feedback-driven culture that attracts, retains, and empowers top talent.

Employee Relations & Organizational Health

- Develop a consistent and fair approach to global employee relations, grievance resolution, and disciplinary processes.
- Foster employee engagement and a positive work environment rooted in transparency, inclusion, and respect.
- Monitor organizational health through pulse surveys, exit feedback, and people analytics.

HR Governance, Risk & Compliance

- Ensure compliance with labor laws, employment regulations, and ethics policies across all jurisdictions.
- Establish internal controls, HR policies, and audit readiness in partnership with Legal, Compliance, and Finance teams.
- Oversee global mobility, expatriate frameworks, and contract risk management.

Requirements

- Bachelor's degree in Human Resources, Business, or related discipline; Master's degree or MBA preferred.
- 20+ years of HR experience, including significant leadership roles in multinational manufacturing, semiconductor, or engineering sectors.
- Proven success in leading enterprise-level HR strategy, global integration, and HR transformation.

- Deep knowledge of HR operations, HR tech platforms (e.g., Oracle, SAP), employment law, and people analytics.
- Strong change leadership, executive coaching, and stakeholder engagement skills.

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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Company Description