



PR/095726 | HR Manager

## Job Information

**Recruiter**

JAC Recruitment Singapore

**Job ID**

1554823

**Industry**

Petrochemical, Energy

**Job Type**

Permanent Full-time

**Location**

Singapore

**Salary**

Negotiable, based on experience

**Refreshed**

August 12th, 2025 10:42

## 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

**The Company**

Our client is a regional headquarters of a well-established Japanese energy and petrochemical group. Based in Singapore, the office oversees corporate functions, regional strategy, and subsidiary management across Southeast Asia and Oceania. While it does not engage in direct trading or manufacturing, it plays a key role in supporting the group's business operations and governance in the region.

**Responsibilities**

- Develop and implement all related HR strategies and initiatives that aligned with overall business plans and goals.
- Develop and implement a competitive compensation framework, which includes designing of compensation system, salary increment and bonuses framework.
- Develop strategic overall HR plans and policies (recruitment; training & development; employees' engagement; talent management etc).
- Provide professional advice and support to Senior Management and departmental head on all HR related matters.

- Oversee and manage a performance appraisal system that drives high performance.
- Assuming HR business partnering role with senior management to achieve effective and efficient HR practices and systems.
- Be a champion to drive HR initiatives, HR projects in alignment with organizational mission.
- Nurture and cultivate a positive working environment.

## Requirements

- Degree and above qualification in business management, HR or any related disciplines.
- At least 5 years of experience in assuming Human Resource Partnering role, preferably from oil or other commodity trading industry.
- Demonstrating strong ability to manage different stakeholders in various cultures.
- Excellent communication and persuasive skills.
- Possess a can-do spirit, be positives and enjoys challenges, with a passion for Human Resources professionalism.

**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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