



PR/123368 | HR Manager

Job Information

Recruiter

JAC Recruitment Indonesia

Job ID

1566036

Industry

Automobile and Parts

Job Type

Permanent Full-time

Location

Indonesia

Salary

Negotiable, based on experience

Refreshed

November 18th, 2025 10:43

General Requirements

Minimum Experience Level

Over 6 years

Career Level

Mid Career

Minimum English Level

Daily Conversation

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Location: Bandung, West Java.

Industry: Holding Company (2W 4W Dealer, etc.)

Employment status: A one-year contract, subject to review for permanent placement or contract extension.

We are looking for an **HR Manager** for our client, a **holding local company in various sectors**. This role needs a **strategic and dynamic Human Resources leader** to spearhead initiatives in **Organization Development (OD), People Development, Talent Management, and Company Culture**.

Core Responsibilities:

- **HR Strategy Alignment:** Design and implement comprehensive HR strategies and initiatives that are directly aligned with and actively support the overall business objectives.
- **Human Capital Optimization:** Foster current and future business success by developing, engaging, motivating, and ensuring the long-term retention of critical human capital.

- **System & Process Governance:** Develop, monitor, and enforce integrated HR strategies, systems, tactics, and procedures throughout the entire organization.
- **Culture Nurturing:** Actively cultivate a positive, inclusive, and high-performance work environment through focused efforts on **company culture** and related events.
- **Performance Leadership:** Oversee and manage a robust performance appraisal system designed to drive accountability and high employee performance.
- **Learning & Development:** Assess organizational training needs, and then apply, monitor, and evaluate effective training and development programs.
- **Talent Pipeline Management:** Lead end-to-end **Talent Management** processes to identify, assess, and develop high-potential employees.
- **Metric Achievement:** Ensure all assigned **HR Key Performance Indicators (KPIs)** and operational targets are successfully achieved.

Required Qualifications:

- Proven, extensive working experience, with a minimum of **5 years as an HR General Manager** or **8 years as an HR Manager** in a progressive environment.
- Must be highly **people-oriented** while maintaining a strong **process-driven** approach to HR management.
- Demonstrable, hands-on experience in architecting and executing strategies across **Talent Management, Performance Management, Organization Development (OD), and People Development**.
- Exceptional ability to architect strategic blueprints coupled with outstanding **leadership and execution skills**.
- Strong interpersonal skills with the proven ability to **collaborate effectively** and influence stakeholders across all organizational levels.
- Willingness to be based permanently in **Bandung, Indonesia**.

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