



インドネシアの求人なら  
JAC Recruitment Indonesia

## PR/123400 | Competency Development Manager

### Job Information

**Recruiter**

JAC Recruitment Indonesia

**Job ID**

1570745

**Industry**

Other (Manufacturing)

**Job Type**

Permanent Full-time

**Location**

Indonesia

**Salary**

Negotiable, based on experience

**Refreshed**

January 13th, 2026 10:01

### General Requirements

**Minimum Experience Level**

Over 3 years

**Career Level**

Mid Career

**Minimum English Level**

Fluent

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

### Job Description

**Job Requirements:**

- Minimum of 3 years of technical experience working with relevant equipment
- Minimum 2 years in a senior training, coaching, or competency development role, preferably in a supervisory or management capacity
- Strong experience in training needs analysis, designing, developing, and/or implementing training projects
- Trade qualification in a technical field (e.g., mechanical, electrical, mining)
- Strong presentation and communication skills (proficiency in English/local language)
- Project management and scheduling experience
- Proficient in coaching, assessment, and quality assurance skills

**Job Responsibilities:**

- Identify knowledge (theory) and skills (practical/application) gaps
- Develop and maintain competency frameworks aligned to business needs and workforce requirements
- Develop/maintain a training/coaching schedule to close identified gaps
- Schedule required knowledge training for respective site employees
- Perform, train in and assess technical skills coaching activities on site
- Implement and sustain the continuous coaching philosophy (process)
- Ensure quality of the process and accuracy of the records
- Produce/update and communicate regular progress reports (ie. Competence matrix and coaching activity database)
- Align with site management on setting the target on technical skill level for the respective site
- Perform all above activities to be transferred to the local counterpart (shadow)
- Evaluate training effectiveness and continuously improve development programs based on feedback and performance data

**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**