



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

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Company Description