



## PR/123487 | HR Manager

## Job Information

**Recruiter**

JAC Recruitment Indonesia

**Job ID**

1572939

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Indonesia

**Salary**

Negotiable, based on experience

**Refreshed**

February 17th, 2026 12:01

## General Requirements

**Minimum Experience Level**

Over 6 years

**Career Level**

Mid Career

**Minimum English Level**

Business Level

**Minimum Japanese Level**

None

**Minimum Education Level**

Associate Degree/Diploma

**Visa Status**

No permission to work in Japan required

## Job Description

**Job Description:**

- Develop and implement HR strategies and initiatives aligned with overall business goals.
- Oversee the full spectrum of HR functions, including recruitment, talent management, compensation & benefits, employee relations, and performance management.
- Lead workforce planning and ensure staffing needs are met across retail stores and corporate functions.
- Design and execute training and development programs to enhance employee skills and engagement.
- Ensure compliance with local labor laws and company policies.
- Manage HR budgets and optimize resource allocation.
- Act as a trusted advisor to senior leadership on organizational development and change management.

- Drive employee engagement initiatives and maintain a positive workplace culture.

**Job Qualifications:**

- Bachelor's degree in Human Resources, Business Administration, or related field (Master's degree preferred).
- Minimum **8–10 years of HR experience**, with at least **3 years in a managerial or senior leadership role**.
- **Strong knowledge of labor laws and HR best practices in the retail industry.**
- Proven ability to manage multi-site operations and large teams.
- Excellent leadership, communication, and interpersonal skills.
- Strategic thinker with hands-on execution capability.
- Proficiency in HRIS and MS Office applications.
- High level of integrity, professionalism, and adaptability in a fast-paced environment.

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**Company Description**