



PR/096829 | HR Director

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1583825

Industry

Petrochemical, Energy

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

May 5th, 2026 07:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Native

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Overview

A regional organisation is seeking an experienced HR Director to lead the full spectrum of people and culture across multiple business units. Based in Port Moresby, this role will oversee HR strategy, operations, and governance for a geographically dispersed and multi-site workforce.

Reporting & Scope

- Reports to: Group CEO (with regular interaction with Board members)
- Team: Leads a Group HR function (5–8 direct reports) across Talent, Reward, IR/ER, HR Operations, HRIS/Payroll, L&D, and Wellbeing
- Stakeholders: Senior leadership team and cross-functional partners including Finance, Legal, Risk, Operations, and Corporate functions

Key Responsibilities

- Lead and execute the group-wide HR strategy, ensuring alignment with business goals
- Oversee end-to-end HR functions including talent acquisition, workforce planning, performance management, compensation & benefits, and HR operations
- Drive organisational design, succession planning, and leadership development initiatives
- Manage employee and industrial relations, including negotiations and dispute resolution
- Ensure compliance with local regulations, governance frameworks, and internal policies
- Partner with business leaders to support workforce planning across remote and multi-site operations
- Champion initiatives in culture, engagement, inclusion, and change management
- Oversee HR systems, reporting, and data to support decision-making and operational efficiency
- Support workforce localisation, community engagement, and sustainability-related initiatives
- Coordinate with internal and external stakeholders on audits, regulatory matters, and risk management

Requirements**Qualifications**

- Degree in HR, Business, Psychology, or related discipline (MBA or postgraduate preferred)

Experience

- 12–15+ years of HR leadership experience within complex, multi-entity organisations
- Strong background in organisation development, reward design, and IR/ER
- Experience managing regional, remote, or multi-site operations
- Exposure to cross-cultural and expatriate workforce environments
- Industry experience in natural resources, infrastructure, or similar sectors is advantageous

Competencies

- Strategic and commercially driven mindset
- Strong stakeholder management and influencing skills
- Sound judgment and high ethical standards
- Data-driven and analytical approach
- Effective communicator in multicultural environments

Apply online or feel free to contact me directly for more information about this opportunity. Due to the high volume of applicants, we regret to inform that only shortlisted candidates will be notified. Thank you for your understanding.

Jonathan Gouw
JAC Recruitment Pte Ltd
EA License Number: 90C3026
EA Personnel: R22108517

#LI-JACSG #countrysingapore

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Company Description