



PR/160571 | Manager, Talent Strategy

## Job Information

**Recruiter**

JAC Recruitment Malaysia

**Job ID**

1599311

**Industry**

Retail

**Job Type**

Permanent Full-time

**Location**

Malaysia

**Salary**

Negotiable, based on experience

**Refreshed**

June 26th, 2026 11:13

## 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

**Company Overview**

The company is a long-established leading provider of wellness-focused home solutions.

**Job Responsibilities**

- To lead the strategic design and implement of job architecture, performance management framework and workforce analytics.
- Ensure that the organizational structure is optimized for business growth, performance is measured accurately across all levels, and leadership is equipped with data driven insights to make informed human capital decisions.
- Partner with business leaders to align HR strategies with organizational goals
- Provide insights on workforce planning, organization design, and talent needs

- Support business transformation and change initiatives
- Provide insights and recommendations to improve business performance

### Job Requirements

- Bachelor's Degree in Human Resources, Organizational Development or related field
- Professional certification in Job Analysis or HR Analytics (e.g. SAP, SuccessFactors) is an added advantaged
- Min 8 years of comprehensive HR experience with 3 to 5 years in a senior leadership or managerial role specially focused on Talent Strategy or Organizational Development
- Deep experience in workforce planning, manpower forecasting and job architecture within a sales driven business model
- Exceptional skills in navigating complex organizational dynamics and managing expectations of senior leadership and external consultants

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#countrymalaysia

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