PR/090075 | HR Lead

Job Information

Recruiter
JAC Recruitment Korea

Job ID
1599578

Industry
IT Consulting

Job Type
Permanent Full-time

Location
Korea, South

Salary
Negotiable, based on experience

Refreshed
June 26th, 2026 11:31

General Requirements

Minimum Experience Level
Over 10 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

ESR – Korea HR Head (Individual Contributor)

Location: Seoul, South Korea

About the Company
Our client is a leading Asia-Pacific real asset owner and manager, focused on critical infrastructure supporting the digital economy and supply chain networks. The company invests in and operates a diversified portfolio across logistics, real estate, data centres, and energy infrastructure.
With a strong presence across key global markets including South Korea, Japan, Australia, Greater China, Southeast Asia, and India, the firm operates an integrated development and investment platform, enabling long-term value creation for institutional investors and corporate clients.

Position Overview
The Korea HR Head (Individual Contributor) will take full ownership of all HR functions across Korea, managing the end-to-end HR lifecycle while acting as a trusted advisor to the local leadership team.
This role requires a hands-on HR leader who can balance both operational excellence and strategic HR business partnering,

while also collaborating closely with the global HR organization to enhance HR frameworks and practices.

Key Responsibilities
1. HR Operations (Local HR Management)
• Manage the full HR lifecycle including recruitment, onboarding, payroll, benefits, performance management, and offboarding
Ensure compliance with Korean labor laws and employment regulations
• Oversee HR operations across multiple entities, including payroll accuracy and timeliness
• Act as the primary point of contact for HR-related queries and policy matters
• Maintain HR systems and employee data (including HRIS)

2. HR Business Partnering
• Provide strategic HR advisory to senior leadership in Korea
• Support key areas including:
Workforce planning and organizational design
Performance management and talent development
Employee relations and risk management
Leadership and organizational effectiveness
• Balance global HR policies with local business needs and employee experience

Qualifications
• Bachelor's degree or above (HR, Business Administration or related field preferred)
• 10–15 years of HR experience with a mix of HR Operations and HRBP exposure
• Strong knowledge of Korean labor law and HR practices
• Experience with HRIS and HR systems
• Excellent communication and stakeholder management skills
• Experience working with senior leadership and global stakeholders
• High level of integrity, discretion, and professionalism
• Strong analytical and problem-solving skills
• Experience managing multi-entity or complex organizational structures
• Ability to balance operational detail with strategic perspective
• Fluency in Korean and English (business level required)

Preferred Qualifications
• Experience in multinational and matrix organizations
• Exposure to global HR operating models (e.g., COE, Shared Services)
• Experience in HR transformation or organizational change initiatives

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