



PR/097234 | HR Director

Job Information

Recruiter

JAC Recruitment Singapore

Job ID

1599689

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Singapore

Salary

Negotiable, based on experience

Refreshed

June 26th, 2026 11:50

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

Our client is a well-established global manufacturing organisation with a strong presence across Asia. We are looking for a seasoned HR Director to lead the entire HR function in their plant in Johor Bahru, Malaysia.

Overview:

This role sits at a strategic leadership level, responsible for driving and aligning HR initiatives within the Malaysia business in line with global and regional objectives.

Key responsibilities include:

- Developing and implementing HR strategies aligned with global direction and local business needs
- Acting as a trusted advisor to senior leadership on all HR-related matters

- Leading and developing the local HR team, ensuring capability and performance
- Driving talent management, succession planning, and organisational development initiatives
- Supporting and executing change management and transformation programmes
- Ensuring alignment with regional HR frameworks, processes, and standards
- Overseeing key HR activities including recruitment strategy, employee engagement, and HR performance tracking
- Ensuring compliance with local labour laws and corporate policies

Requirements:

- Degree in Human Resources, Business Administration, or related discipline
- Minimum 10 years of HR experience, including experience in a regional or international environment
- Proven experience operating within a matrix organisation structure
- Strong capabilities in:
 - HR strategy and execution
 - Talent management and succession planning
 - Organisational development and change management
- Solid knowledge of local labour laws and regulatory compliance
- Strong stakeholder management and communication skills, with the ability to influence senior leaders
- High level of intercultural awareness, with experience working across diverse environments
- Fluent in English (additional languages are an advantage)

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