



マレーシアの求人なら
JAC Recruitment Malaysia

PR/160666 | HR DIRECTOR / SNR MANAGER (with an established manufacturing multinational company)

Job Information

Recruiter

JAC Recruitment Malaysia

Job ID

1600872

Industry

Other (Manufacturing)

Job Type

Permanent Full-time

Location

Malaysia

Salary

Negotiable, based on experience

Refreshed

September 1st, 2026 12:00

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

Minimum Japanese Level

None

Minimum Education Level

Associate Degree/Diploma

Visa Status

No permission to work in Japan required

Job Description

Company Overview

Our client is an MNC in precision manufacturing based in Gelang Patah, Johor. They are seeking an experienced and strategic HR Director to lead and transform our Human Resources function. This role will focus on driving operational excellence, strengthening business partnerships, and enhancing employee experience to position the company as a preferred employer.

Key Responsibilities

1. Improve HR Processes & Efficiency

- Streamline and standardize HR processes to ensure consistency across the organization

- Drive automation and system improvements to reduce manual work
- Enhance HR service delivery for faster and more reliable support

2. Build and Develop the HR Team

- Coach, mentor, and develop the HR team to become proactive and business-oriented
Strengthen team capabilities in: Employee relations, HR analytics, Strategic business partnering.

3. Partner Closely with Business Units

- Collaborate with Board of Directors (BODs) and business leaders to understand operational challenges.
- Develop and implement tailored HR solutions, including: Manpower planning and workforce strategy, Employee engagement and morale initiatives, Management of disciplinary and performance issues.

4. Drive Continuous Improvement & Employee Wellbeing

- Enhance overall employee experience and engagement
- Lead initiatives aimed at improving retention and fostering a positive workplace culture
- Champion employee wellbeing and organizational health

5. Strengthen Employer Branding (Ultimate Goal)

- Position the company as an employer of choice in the market.
- Build and maintain a strong employer brand
Promote fair HR practices, transparent communication, and a positive work environment

Requirements

- Proven experience in a senior HR leadership role (e.g., HR Director, Head of HR).
- Strong track record in HR transformation and process improvement
- Excellent stakeholder management, with experience working closely with senior leadership
- Deep expertise in employee relations, workforce planning, and HR strategy
- Strong leadership and team development capabilities
- Ability to balance strategic thinking with hands-on execution

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Company Description