

PR/161017 | HR Manager in one of the leading Retail & FMCG company at Klang

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1609867

Industry
Retail

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 15:00

General Requirements

Minimum Experience Level
Over 6 years

Career Level
Mid Career

Minimum English Level
Basic Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

About the Company
An established retail group with a growing diverse portfolio of consumer-focused brands. As the organisation continues to strengthen its people capability, culture, and operating model, they are looking an experienced HR Manager to lead strategic HR planning and support business transformation across the group.

Responsibilities

- Develop and implement HR strategic plans that align with business objectives, workforce requirements, and organisational growth plans.
- Lead workforce planning initiatives, including manpower budgeting, succession planning, talent pipeline development, and organisational structure reviews.
- Review, enhance, and standardise HR policies, procedures, and frameworks to ensure consistency, compliance, and scalability across the group.
- Drive talent management initiatives, including performance management, career development, leadership development, employee engagement, and retention strategies.

- Oversee recruitment strategy for key positions, ensuring hiring plans are aligned with business needs and future capability requirements.
- Analyse HR data and workforce trends to provide insights and recommendations on organisation design, employee productivity, turnover, engagement, and people costs.
- Advise management on employee relations matters, labour law compliance, and best HR practices while maintaining a fair and constructive workplace culture.
- Lead or support HR transformation projects, including HR process improvement, HR digitalisation, competency frameworks, and change communication.
- Manage and guide the HR team to ensure effective delivery of HR operations, advisory support, and strategic initiatives.

Requirements

- Bachelor's Degree in Human Resources, Business Administration, Psychology, or a related discipline.
- Minimum 8 years of progressive HR experience, including at least 3 years in a managerial or strategic HR business partnering role.
- Strong experience in HR strategic planning, workforce planning, talent management, organisational development, and change management.
- Good understanding of Malaysian employment legislation and HR compliance requirements.

#LI-JACMY

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.

Privacy Policy Link: https://www.jac-recruitment.my/privacy-policy
Terms and Conditions Link: https://www.jac-recruitment.my/terms-of-use

Company Description