

PR/097694 | Regional Programme Director | Payroll & HR Technology

Job Information

Recruiter
JAC Recruitment Singapore

Job ID
1614525

Industry
IT Consulting

Job Type
Permanent Full-time

Location
Singapore

Salary
Negotiable, based on experience

Refreshed
November 10th, 2026 07:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Native Level

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 a fast-growing global workforce solutions provider that enables organisations to manage employees, payroll operations and employment compliance across multiple international markets.

JOB RESPONSIBILITIES

- Lead end-to-end delivery of regional client implementation projects, including requirements gathering, solution configuration, testing, go-live and transition to operations.
- Manage a portfolio of concurrent multi-country projects, ensuring delivery within scope, timeline, budget and quality expectations.
- Provide leadership, coaching and performance management to project managers and implementation consultants across multiple countries.
- Act as the senior escalation point for clients and internal stakeholders, building relationships with HR, Finance, IT

leadership and project sponsors.

- Collaborate closely with Sales, Pre-Sales, Product, Engineering and Service Delivery teams to ensure successful implementation outcomes and seamless client onboarding.
- Drive project governance, portfolio reporting, resource planning, risk management and continuous improvement of project methodologies and delivery frameworks.
- Support complex sales opportunities through implementation planning, effort estimation and client presentations.
- Gradually assume full ownership of the regional project function, including project portfolio, key client relationships and team leadership.

JOB REQUIREMENTS

- Bachelor's Degree in Business, Information Systems, Human Resources or a related discipline. PMP, PRINCE2 or equivalent project management certification is advantageous.
- Minimum 10 years of project delivery or implementation experience, including at least 5 years managing regional or multi-country projects and project teams.
- Strong track record delivering complex APAC implementations involving HRMS, HCM, payroll, ERP, EOR or enterprise SaaS platforms.
- Proven experience managing project scope, budget, governance, resource allocation, risk mitigation and stakeholder expectations.
- Solid understanding of payroll operations, HR processes and multi-country compliance requirements, preferably across Asia Pacific markets.
- Demonstrated leadership experience managing managers, remote teams and cross-functional stakeholders across different countries and time zones.
- Strong executive stakeholder management skills with the ability to engage senior client leadership and C-suite stakeholders.
- Commercially driven with the ability to balance delivery excellence, customer satisfaction and project profitability.
- Fluent English communication skills; additional Asian language capabilities would be advantageous.
- Willingness to travel regionally as required.

Working Location: Singapore

Syahirah Binte Ahmad Ja'afar (R22105331)
JAC Recruitment Pte. Ltd. (90C3026)

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Company Description