

PR/161156 | Business Development Manager, Malaysia

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1614564

Industry
IT Consulting

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 13:00

General Requirements

Minimum Experience Level
Over 6 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

Company Overview

A global provider of human resources technology and workforce management solutions, supporting organisations through Human Resources Management Systems, Global Payroll, Payroll Outsourcing, and Employer of Record services.

The organisation is seeking an experienced Business Development Manager, Malaysia to drive new business growth through enterprise customer acquisition and strategic market development. The position focuses on identifying new opportunities, managing complex enterprise sales cycles, and building long-term relationships with senior human resources, finance, procurement, and business stakeholders.

Job Responsibilities

- Identify, prospect, and acquire new enterprise customers across the Malaysian market.
- Drive new business opportunities for HRMS, Global Payroll, Payroll Outsourcing, and Employer of Record solutions.

- Develop and execute strategic account acquisition plans to achieve assigned sales and revenue targets.
- Manage the end-to-end enterprise sales cycle, including lead qualification, discovery, solution positioning, proposal development, commercial negotiation, and contract closure.
- Engage and influence senior decision makers, including CHROs, HR Directors, CFOs, procurement teams, and business leaders.
- Collaborate with Solution Consulting, Product, Implementation, and Customer Success teams to develop compelling proposals and support successful deal execution.
- Lead and coordinate responses to Requests for Proposals and Requests for Information in collaboration with relevant internal stakeholders.
- Build and maintain a strong sales pipeline through proactive prospecting, networking, referrals, industry events, and strategic partnerships.
- Maintain accurate sales forecasts, opportunity updates, and pipeline reports through the relevant CRM platform.
- Monitor market trends, competitor activities, and developments in HR technology and workforce management to identify emerging business opportunities.
- Support cross-border and multi-country opportunities involving Malaysian entities in coordination with regional teams, where applicable.

Job Requirements

- Bachelor’s Degree in Business, Human Resources, Information Technology, or a related discipline.
- At least 5 to 8 years of enterprise B2B sales experience within HRMS, Human Capital Management, payroll software, payroll outsourcing, Employer of Record, or related HR technology and workforce solutions.
- Proven track record of acquiring new enterprise accounts in the Malaysian market and consistently achieving or exceeding sales targets.
- Experience managing complex enterprise sales opportunities involving multiple stakeholders and decision makers.
- Strong consultative selling, presentation, commercial negotiation, and executive stakeholder management capabilities.
- Experience managing enterprise RFPs, commercial negotiations, and contract closures.
- Ability to collaborate effectively with regional and global cross functional teams.
- Excellent communication, influencing, relationship building, and customer engagement skills.
- Commercially driven and results oriented, with a strong focus on new customer acquisition and business growth.
- Strong pipeline management and sales forecasting capabilities.

Preferred Qualifications

- Experience selling SaaS-based HRMS, HCM, Global Payroll, Payroll Outsourcing, or Employer of Record solutions.
- Established network of enterprise HR, Finance, and C-level decision makers in Malaysia.
- Familiarity with enterprise HCM platforms such as Workday, SAP SuccessFactors, or Oracle HCM would be advantageous.

#LI-JACMY

#countrymalaysia

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