

PR/161162 | HRBP - Talent Management

Job Information

Recruiter
JAC Recruitment Malaysia

Job ID
1616126

Industry
Other (Recruitment Services)

Job Type
Permanent Full-time

Location
Malaysia

Salary
Negotiable, based on experience

Refreshed
November 3rd, 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

Our client is an established and growing holdings group with diversified business entities across Malaysia, including property development, plantation, memorial park and solar infrastructure. We are seeking commercially minded and people-driven HR Business Partner who can operate at both a strategic and hands-on level to build a high-performance culture, develop talent, and drive meaningful HR initiatives across the organization.

Job Responsibilities

- Collaborate with the Director and senior leadership to align HR initiatives with business objectives across all entities
- Advise on HR strategy, helping to shape a culture of performance, learning, and innovation.
- Act as a trusted advisor to business leaders in driving the development of talent strategies that support long-term goals.
- Design, implement, and oversee holistic training and development programs covering both technical skills and

leadership capability

- Build and manage career progression frameworks that give employees clear and transparent pathways to grow and advance
- Identify and nurture high-potential talent in partnership with leadership, building a robust pipeline for future leadership roles
- Design and manage succession planning initiatives to ensure business continuity and organizational resilience
- Introduce and manage a comprehensive 360° employee feedback survey to authentically capture the voice of employees across all entities
- Champion initiatives that foster a positive, inclusive, and high-performance organizational culture where employees feel genuinely heard and valued
- Leverage data and analytics to measure HR performance and demonstrate the contribution of people initiatives to overall business outcomes

Job Requirement

- Bachelor's degree in Human Resources, Business Administration, or a related field
- Proven experience as an HR Business Partner or in a similar strategic HR role — 4 to 8 years of experience
- Strong knowledge of HR processes and systems, with a genuine ability to think and operate strategically
- Expertise across talent management, training and development, employee engagement, and performance management

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.

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Company Description