

PR/124112 | Human Resources Manager

Job Information

Recruiter
JAC Recruitment Indonesia

Job ID
1616766

Industry
Other (Manufacturing)

Job Type
Permanent Full-time

Location
Indonesia

Salary
Negotiable, based on experience

Refreshed
November 24th, 2026 15:00

General Requirements

Minimum Experience Level
Over 10 years

Career Level
Mid Career

Minimum English Level
Fluent Level

Minimum Japanese Level
None

Minimum Education Level
Associate Degree/Diploma

Visa Status
No permission to work in Japan required

Job Description

Job Responsibilities:

- Lead and manage all HR functions, including Talent Acquisition, Performance Management, Compensation & Benefits, Employee Relations, and HR Operations.
- Develop and implement HR policies, procedures, and best practices aligned with business objectives.
- Support organizational development and workforce planning as the company continues to grow.
- Manage employee engagement initiatives and foster a positive workplace culture.
- Ensure compliance with labor regulations and maintain effective industrial relations.
- Partner closely with management and department heads to support business needs and people strategy.

Requirements:

- Bachelor's degree in Human Resources, Psychology, Management, or related field.

- Minimum 8 years of HR experience, including at least 3 years in a managerial position.
- Strong knowledge of Talent Management, Performance Management, C&B, HR Operations, and Industrial Relations.
- Experience in the manufacturing industry is highly preferred.
- Proven leadership and stakeholder management skills.
- Willing to be based in Jember, East Java.

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