



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

October 13th, 2026 10:36

General Requirements

Minimum Experience Level

Over 10 years

Career Level

Mid Career

Minimum English Level

Fluent

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.

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Company Description