

PR/124127 | Head of HR (Manufacturing)

Job Information

Recruiter
JAC Recruitment Indonesia

Job ID
1616779

Industry
Other (Manufacturing)

Job Type
Permanent Full-time

Location
Indonesia

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 11:00

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

A leading international tobacco manufacturing company is seeking a Head of Human Resources (HR) to lead its HR and people management function at a key manufacturing site.

The role will partner closely with the Board of Directors, drive employee engagement, talent development, and organisational effectiveness, and ensure strong HR leadership and people strategies that support sustainable business growth and operational excellence.

Responsibilities

- Partner closely with the General Manager and line managers to implement company values, leadership principles, and performance culture
- Lead end-to-end HR functions, including Talent Acquisition, Performance Management, Talent Development, Compensation & Benefits, and Employee Relations

- Oversee industrial relations, ensuring smooth collaboration with labour unions and compliance with Indonesian labour law
- Drive People Development and Succession Planning through structured programmes and regular People Reviews
- Manage payroll and HR administration with accuracy, efficiency, and full legal compliance
  Act as a trusted adviser to management in organisation development, employee engagement, and change management initiatives

Requirements

- Fluent in English
- 10+ years in HR management (generalist), with at least 5 years in a senior leadership role within a large-scale organisation (900+ employees) in a multinational company across the tobacco, manufacturing, or FMCG industries
- Proven experience in managing labour union relations and handling collective labour agreements (CLA)
- Strong understanding of Indonesian labour law and industrial relations practices
- Proven track record in building people capability, driving performance culture, and managing transformation

About the company

A global company in the tobacco industry with an established heritage in tobacco cultivation and manufacturing. The organisation places importance on product quality, responsible operations, and long-term partnerships across its value chain.

#LI-JACID

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.

Privacy Policy Link: https://www.jac-recruitment.co.id/privacy-policy
Terms and Conditions Link: https://www.jac-recruitment.co.id/terms-of-use

Company Description