

PR/110826 | Manager HR

Job Information

Recruiter
JAC Recruitment India

Job ID
1619228

Industry
Petrochemical, Energy

Job Type
Permanent Full-time

Location
India

Salary
Negotiable, based on experience

Refreshed
October 27th, 2026 10:17

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

■Key Responsibility:

1. Strategic HR Business Partnering

Support senior leadership to develop and implement HR strategies aligned with business objectives and organizational growth plans.

Provide strategic guidance on workforce planning, succession planning, organizational effectiveness, and talent management.

Serve as a trusted advisor to management on people-related matters and organizational development initiatives.

Support business transformation and change management activities to facilitate organizational growth and operational excellence.

2. HR Systems, Compensation & Benefits

Establish HR policies, procedures, and governance frameworks aligned with business requirements and best practices in line with management.

Establish the development and enhancement of compensation, benefits, and reward frameworks to ensure market competitiveness and internal equity with management.

Drive the implementation, optimization, and continuous improvement of HR systems and digital HR solutions.

3. Organization Development

Design and implement organizational structures that support business expansion and operational efficiency.

Utilize HR metrics and analytics to support strategic decision-making and workforce optimization.

4. Talent Acquisition & Talent Management

Lead end-to-end recruitment activities for corporate and specialized positions across India in coordination with management.

Develop talent acquisition strategies to attract high-caliber professionals in a competitive market.

Support management to identify current and future talent requirements and establish workforce plans.

Enhance recruitment processes, candidate experience, and onboarding programs to ensure quality hiring outcomes.

Develop talent development, leadership development, and succession planning frameworks.

Collaborate closely with Headquarters and management to design and implement organizational capability-building and talent development initiatives.

Facilitate performance management processes and promote a culture of continuous improvement and accountability.

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Company Description