



PR/123993 | Maritime & Shipping HR Manager

募集職種

人材紹介会社

ジェイエイシーリクルートメントインドネシア

求人ID

1607815

業種

物流・倉庫

雇用形態

正社員

勤務地

インドネシア

給与

経験考慮の上、応相談

更新日

2026年09月01日 04:00

応募必要条件

職務経験

10年以上

キャリアレベル

中途経験者レベル

英語レベル

ビジネス会話レベル

日本語レベル

無し

最終学歴

短大卒：準学士号

現在のビザ

日本での就労許可は必要ありません

募集要項

On behalf of our client, a leading player in the maritime, shipping and port industry, we are currently looking for an **experienced and hands-on HR Manager** to join their growing organization.

This role will play a **key role in overseeing the full spectrum of HR functions** and supporting HR initiatives across multiple business entities.

Requirements

1. **Bachelor's degree** in Psychology, Law, HR Management, Management, or related field. **Master's degree preferred.**
2. **Minimum 10 years of HR experience**, with at least **3 years at Manager level**, preferably in maritime, shipping, logistics, freight forwarding, or port industry.

3. **Experience in a publicly listed company (Tbk)** or large-scale corporate environment is highly preferred.
4. **Proven track record managing HR across multiple entities/business units.**
5. **Hands-on approach** in a lean HR structure, able to independently manage broad HR functions.
6. **Solid knowledge of Indonesian employment regulations & industrial relations.**
7. **Excellent communication, stakeholder management, analytical, and problem-solving skills.**

Responsibility

1. **Oversee full HR functions:** Recruitment, Compensation & Benefits, Payroll, Industrial Relations, L&D, Performance & Talent Management, HR Administration.
2. **Develop & implement HR policies, SOPs, Company Regulations, org structures, job descriptions, salary structures.**
3. **Ensure compliance** with Indonesian employment regulations (industrial relations, dispute resolution, termination, BPJS, PPh 21).
4. **Standardize HR policies & systems across multiple entities.**
5. **Lead manpower/workforce planning, HR budgeting, and organizational development.**
6. **Manage job grading, salary benchmarking, C&B, succession planning, and talent development.**
7. **Handle HR audits, restructuring, mergers, and employee transfers across entities.**
8. **Advise Directors & Management** on organizational and employee-related matters.
9. **Monitor & analyze HR metrics** : headcount, turnover, recruitment, payroll, attendance, performance, industrial relations.
10. **Prepare consolidated HR reports & insights** for Directors and Senior Management.

#LI-JACID

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会社説明