

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11月10日 19:00

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

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

会社説明