

PR/124127 | Head of HR (Manufacturing)

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
1616779

業種
その他（メーカー）

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10月27日 11:00

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
流暢レベル

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

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

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会社説明