

We are on a journey of cultural transformation, focused on people, and seeking to enhance diverse talents. Shall we do this together?

Join our diverse team.



Position:

Head of HCBP, IR & GFMS

Work Location: **Sorowako**

For National Recruitment

Purpose of the Role

Lead and direct human capital business partnering, industrial relations management, implementation of talent management, performance management and succession planning to ensure its effectiveness to achieve PTVI business objectives.

Accountabilities:

1. Ensure all human capital procedures and policies are updated, well-socialized as well as functionally and legally valid to support the organization effectiveness and people development aligned with company goals.
2. Develop and prepare the strategic engagement program between Management, Unions, Employees, government and other related stakeholders to ensure establishment of effective and sustainable relationship among stakeholders.
3. Lead and direct Manage the effectiveness of PTVI organization and interface functions between area management in 3 operation and growth project sites (Sorowako, Bahodopi and Pomaalaa) and respective HR functions for the resolution of issues to ensure immediate solutions are provided as expected.
4. Manage and control the implementation of corporate culture, talent management, succession planning, performance & budget management to ensure the alignment with corporate strategya dan company objective.
5. Establish and maintain relationship with stakeholders in 3 different sites, such as the government of Indonesia workforce ministry, South Sulawesi, Central Sulawesi and Southeast Sulawesi province and local government Labour (Disnaker), Unions and Community Leaders to ensure employment regulation and procedures are implemented effectively both in PTVI and in the Growth Projects.
6. Control all industrial relations matters, such as the preparation and the negotiation process of Collective Labor Agreement (CLA), socialization of Labor law and company regulations, grievances, disciplinary process and dispute resolutions to achieve best practice of Industrial Relation Model.
7. Ensure HR compliance is implemented across HC functions and execute internal control activities to ensure all the regulation (internal and external) are fulfilled and the integrity of HC function is achieved.
8. Manage the report all the progress, challenges and problems related to organization effectiveness and employee relations and propose solutions for improvement to ensure the compliance with the objectives.



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we grow and learn together, to build a more
inclusive, safe, and sustainable future

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9. Lead the conduct of PT Vale organization review to ensure alignment and strategic linkage with company long-term directions and objectives by providing technical expertise for the review process of the organization.

Requirements:

- Minimum Bachelor's Degree (S1) in Human Resources, Business Administration, Psychology, Management, or a related field. A Master's degree (S2) or HR certifications are often considered a strong plus.
- Having a minimum of 15 years of total experience in human resources, with a substantial track record (5 to 10+ years) operating specifically in a senior HRBP/HCBP or strategic HR leadership role.
- Having experience as strategic partnering, talent & workforce planning, HR Analytics, compliance & labor law, and change management.
- In-depth expertise in core HR business processes, industrial relations, reward processes, organization design and talent management
- Comfort with ambiguity and a fast-paced environment.
- An empathetic, people-first approach.
- Ability to productively challenge and effectively influence others.
- Strong analytical skills with the ability to interpret complex data and make data-driven decisions.
- Excellent communication and interpersonal skills, with the ability to influence and collaborate with stakeholders at all levels.
- In-depth knowledge of industrial relations regulations and best practices.
- Proficiency in compensation management systems.
- Strong project management skills and the ability to manage multiple priorities.
- Experience in mining, heavy industry, energy, manufacturing, or other operationally intensive industries is highly preferred.
- Strong experience in analytics, executive reporting, project management, and organizational governance.
- Fluent in English communication (writing, reading, speaking).
- Computer literate, experienced in MS Office Application (Word, Excel, Power Point). High proficiency in Desktop application, not limited to Microsoft 365, Adobe Creative Suite, and Analytic tools such as Power BI, SQL, etc.
- Preferably have experience or knowledge in the Occupational Health, Safety and Environment Management System (SMK3L).



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Terms and Conditions:

- Please submit your application to <https://s.id/mrpT9>
- Closing date (inclusive) is on **September 8, 2026**.
- Only applicants that meet requirements with complete documents as required above will be notified for further selection process.
- We support diversity and inclusion in the workplace; therefore, we invite prospective female workers to apply for this position.
- **Be careful with fraud, PT Vale Indonesia posts job vacancies information only to trusted third parties by including clear and detailed information, including invitations to the next stage via email with @vale.com domain. We do not collect any fees from prospective employees, neither money transfer nor cash.**
- For further information about PT Vale Indonesia Tbk, please visit <http://vale.com/indonesia>.



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