

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:

## Senior Talent Acquisition Partner

Work Location: **Sorowako**

**For National Recruitment**

### Purpose of the Role

To oversee the recruitment and selection process to ensure that the organization attracts and recruits suitable applicants for identified vacancies as plan within quality.

### Accountabilities:

1. Implementing and supervising Environment, Health, Safety, and Risk (EHSR) standards and regulations by ensuring working environmental conditions, equipment, materials, methods, worker behavior, and 5S under area responsibility with the aim of minimizing risk, achieving safe and secure conditions (Zero Harm), clean environment, and achieved work productivity targets.
2. Supervise section staff to ensure that they are appropriately motivated and trained and carry out their responsibilities to the required standards.
3. Develop and oversee the implementation of the organization's recruitment strategy to ensure that staffing needs are met.
4. Develop and oversee the implementation of all necessary systems and procedures to ensure that the recruitment and selection process operate effectively.
5. Supervise the process for the placing of advertisements for all internal and external vacancies.
6. Negotiate contracts with external advertising and recruitment consultants to secure the most favorable terms for the organization.
7. Interview potential recruits and appoint staff in consultation with the appropriate line managers.
8. Oversee all administrative arrangements relating to the recruitment and selection process, including arranging tests and providing suitable arrangements for applicants with special needs and or people with disabilities.
9. Keep up to date with the latest developments in the field of recruitment and selection.
10. Identify opportunities to improve recruitment attainment (cycle time and de-bottlenecking process).
11. Provide regular updates and report to Department regarding recruitment progress.
12. Coordinate with Other HR Superintendent to ensure hiring plan and necessary document are complete and Internal stakeholder are properly informed and communicated.
13. Coordinate with External Relations Dept to maintain communication with external PTVI stakeholders to manage potential social issues that may affect on recruitment process.



In diversity, with ethics and responsibility, we grow and learn together, to build a more inclusive, safe, and sustainable future

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## Requirements:

- Minimum bachelor's degree (Prefer: Psychology, Law, Management).
- Having a minimum 5 (five) years of experience as a recruiter.
- Certified as Behavior Event Interviewer is preferable.
- Certified in Organization Development and/or Competency Assessment are preferable.
- Solid understanding of labor regulations, negotiation and mediation skills, Data analysis and reporting.
- Fluent in English communication (writing, reading, speaking).
- Computer literate, experienced in MS Office Application (Word, Excel, Power Point).
- Preferably have experience or knowledge in the Occupational Health, Safety and Environment Management System (SMK3L).

## Terms and Conditions:

- Please submit your application to <https://s.id/rkp7H>
- Closing date (inclusive) is on **June 11, 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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