

Navigating the Domestic Hiring Landscape in **Indonesia**



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About PageGroup

**Working with you to provide
the best talent for your business**

PageGroup

A global business with local expertise.

PageGroup changes lives for people through creating opportunity to reach potential.

PageGroup is a leading international specialist recruitment group with a market capitalisation in excess of GBP 1 billion. We are listed on the London Stock Exchange as a FTSE 250 company and currently employ over 7,500 staff with 141 office locations in 36 countries.

For over 10 years, PageGroup Indonesia has developed regional expertise from a global platform. With a team of over 70 specialist recruiters, we are well-positioned to offer you the best recruitment solution for your business.

We pride ourselves in understanding the local business environment and economy to be able to provide excellent service. We offer specialist recruitment solutions for your business needs by developing our consultants in specific job and industry disciplines based on their skills, qualifications and practical industry knowledge.

Michael Page

Michael Page is a brand under PageGroup focused on providing specialized recruitment services for professionals at middle management to leadership levels, along with specialized technical positions.

PageExecutive

Page Executive is PageGroup's executive search division and offers a range of search, selection and management solutions for organisations needing to attract and retain their leadership talent. The roles on which we focus typically sit at the sub-Board and Board levels.



Functions we cover

Engineering & Manufacturing

Finance & Accounting

Financial Services

Healthcare & Life Sciences

Human Resources

Legal & Government Relations

Sales & Marketing

Procurement & Supply Chain

Property & Construction

Technology

Hiring Challenges in Indonesia



Limited Talent Pool

Traditional industries may require specific skills or experience that are not readily available in the local talent pool. Finding candidates with the right qualifications and experience can be a challenge.



Competition for Talent

In Indonesia, there can be fierce competition for top talent, especially in major cities like Jakarta. Multinational companies and tech startups often offer higher salaries and better benefits, making it difficult for traditional firms to attract and retain skilled workers.



Salary Expectations

Candidates in traditional industries may have high salary expectations, especially if they have valuable skills or experience. Balancing competitive compensation with budget constraints can be a challenge for recruiters.



Technology Adoption

Some traditional industries may be slow to adopt modern HR technologies and practices, making the recruitment process more manual and time-consuming.

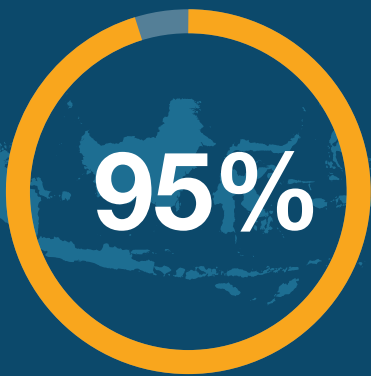


Infrastructure and Location

Some traditional industries are located in remote or less developed regions of Indonesia, where transportation and infrastructure can be lacking. Recruiters may face difficulties in convincing candidates to relocate to these areas.

Key HR Trends for Indonesia in 2023

Workforce loyalty has lost its luster



95% of respondents in Indonesia who started a new job last year are open to new opportunities. This tells us that job loyalty is now the exception, and job hopping is fast becoming a norm. Even generally happy employees are open to seeking better opportunities.



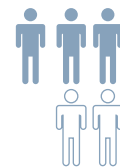
9 in 10

people who started a new job within the last year are open to new opportunities



1 in 2

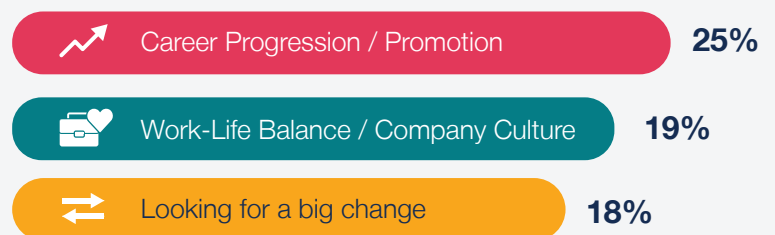
people have changed roles since the pandemic began



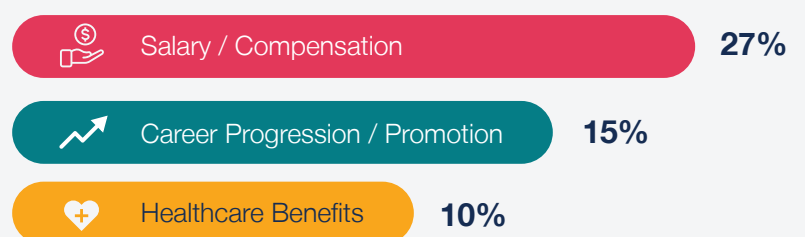
3 in 5

people are looking for a new job right now

Here are the **Top Reasons for Resignation** in Indonesia



Here are the **Top Motivators that Best Attract Talent** in Indonesia



Digital & Technology Industry Insights

Hiring trends

Hiring demand for commercial, operational, and technical roles has slowed, with new hires only being made for critical or replacement positions.

Growth can still be seen in e-commerce, local conglomerate businesses, SME startups, and Web3

Sectors experiencing some hiring demands:

1. Cyber risk and GRC (Governance, Risk, Compliance) functions focusing on technology risk in response to the updated local regulations.
2. Data-related senior leadership roles, including data governance and data protection, due to UU PDP (Undang- Undang Pelindungan Data Pribadi).

Skills in demand

Leadership

Data Literacy

Roles in demand

Cloud Infrastructure

Cybersecurity

Data Privacy

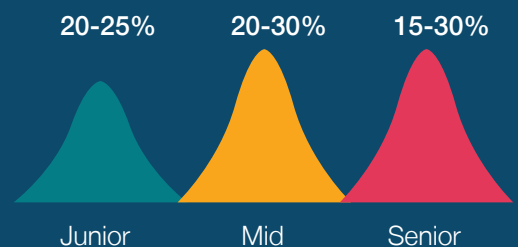
Top Hiring industries

Local conglomerates

SME-focused startups

Vertical play e-commerce

Average salary increase when switching jobs



Compensation & benefits trends



Incentives

Conditional Sign-on-Bonus (SOB)



Working Arrangements

Hybrid working arrangements



Others (Optional)

Employee Stock Option (ESOP), Laptop Ownership Program (LOP), and Flexi Benefits

Building your Employee Value Proposition

Culture is the ultimate spark for significant change.

The role of work has fundamentally shifted for talent around the world, becoming more transactional in the process. Work life balance, career development and progression, values, and leadership have been clearly highlighted as key elements of this Invisible Revolution.

We believe that the best way for companies to demonstrate they can meet the needs of the people who work for them is through a clearly articulated Employee Value Proposition (EVP). This should go way beyond pay and flexibility and get to the nub of the issue: at a time when loyalty is at a premium, how and why should people connect with their employer on a human level? Reflecting worker priorities in an EVP could be a great differentiator when it comes to hiring new staff or retaining existing talent.

3. Flexibility

Flexibility has now become a standard offering. To make flexibility a unique and compelling part of your EVP, companies are exploring bold ideas, such as:

- Hybrid work or flexible work
- Reimagining the very purpose of offices by redesigning them as co-creation spaces meant for teams to gather (meetings, brainstorming, workshops, etc.) instead of around individual workspaces



Recommendations

1. Compensation Package

Compensation packages should be fairly benchmarked for job satisfaction and talent attraction.

Overlooking crucial aspects like offering a competitive salary and comprehensive healthcare benefits risks closing off top talent — they are very aware of their value, and they will act on it. It becomes even more crucial given the talent shortage in many industries today.

2. Career Growth

Differentiate talent development to counteract growing disloyalty and draw in top talent.

Employers have an opportunity — whereas pay is one area where they must align with the industry, career progression and development allow them to differentiate themselves and compete qualitatively for talent.

Building Your ESG Strategy

A company’s ESG framework reflects its distinct approach to sustainability.

The 'governance' aspect of ESG is included to ensure appropriate oversight, responsibility and accountability within an organisation. In a climate where many companies publicly support social issues and gain PR kudos for doing so, it becomes vital that the way a firm is being run internally is aligned with the values it stands for.

Investors have become far more conscious of the substantial financial risks and opportunities that ESG issues present. They increasingly recognise that corporate performance on ESG factors affects long-term value, and thus, put pressure on companies to prioritise sustainability. As a result, companies that fall behind in ESG terms risk losing out on investment. For many, ESG is not simply a nice add-on. It is a red-line issue when deciding whether to invest or not.

Similar attitudes are seen in job candidates and customers. For instance, salary has always been, by far, the most important factor for a candidate deciding whether to accept a role. But priorities have changed rapidly over time, and now 91% of business leaders believe their company has a responsibility to act on ESG issues.

Having a robust framework in place to address sustainability and ESG objectives is non-negotiable for future-proofing organisations. Whether you’re trying to gain buy-in from your teams or hire top sustainability talent, you’ll need to implement a plan to succeed. Our team is well-placed to assist you with these goals and anything else relating to talent acquisition or development in the sustainability space.

Recent ESG Placements / Assignments in Indonesia

Placement / Assignment

- PMO Carbon
- Climate Change Specialist
- Business Development Manager
- ESG Manager
- Carbon Manager
- Business Developer (for ESG)
- Business Development Manager (Solar PV)
- General Manager
- Finance Director
- Advisory Team

Company

- Indonesian Business Firm
- Indonesians Greentech Firm
- Renewable Energy Company
- Indonesian Mining Company
- Environmental Solutions Provider
- Green Energy Company
- Energy and Sustainability Corporation
- Waste Management Company
- Waste Management Company
- Non-profit Organization

Visit our Singapore website for more information on ESG hiring here:
<https://www.michaelpage.com.sg/recruitment-expertise/sustainability-esg>



Services we provide

Candidate Attraction

- Interviewing
- Onboarding & Retention
- Continuous Improvement & Project Support
- Talent Mapping

Recruitment for Sustainability & ESG

- Talent
- Recruitment Process
- Post Placement Support

Attracting Talent

Connecting returning Indonesians with employers back home

Globalisation has made the world a much smaller place than ever before. As an active business entity in Indonesia, Michael Page, too, would like to assist and support Indonesians working abroad who are looking to return home and gain strong footholds in the country's burgeoning economy.

By tapping into our knowledge, expertise and global network, the Membangun Negeri program connects overseas and returnee Indonesians to some of the most exciting and reputable brands and businesses in Indonesia.



A transformed, dynamic working culture

The working population is dominated by bright, energetic millennials and Gen Zs and complimented by experienced, passionate Gen X professionals.



Indonesian companies are growing exponentially

As Southeast Asia's largest economy, Indonesia is a bustling hub especially in the services sector. Homegrown businesses are making major strides in becoming multinational corporations.



Returnee talent are heavily in demand

Companies are willing to offer attractive packages to bring overseas Indonesians home. Some are willing to offer up to 30% more in base salary compared to a local Indonesian.



Main Reasons for Returnees to go back



Care for family and elderly parents



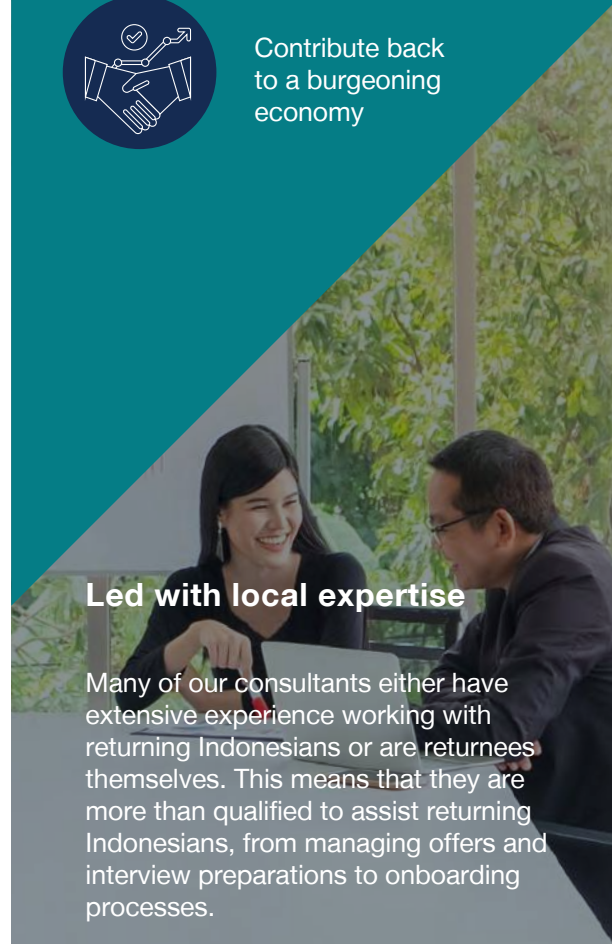
Explore alternative, exciting career options



Contribute back to a burgeoning economy

Led with local expertise

Many of our consultants either have extensive experience working with returning Indonesians or are returnees themselves. This means that they are more than qualified to assist returning Indonesians, from managing offers and interview preparations to onboarding processes.



Case Studies

A Leading Indonesian Conglomerate

Sector: **Banking, Energy, and Technology**

In partnership with Michael Page & Page Executive

About the Company

This leading Indonesian conglomerate is a powerhouse in the local and international business arena. With diversified interests spanning across several industries, they have played a pivotal role in shaping Indonesia's economic landscape.

Our Partnership

Since 2016, our partnership with this prominent conglomerate has played an important role in shaping the talent landscape for the Banking, Energy, and Technology sectors in Indonesia.

We have provided unwavering support to our partner over the years by sourcing, attracting, and retaining exceptional talent. This talent pool includes Indonesian returnees eager to contribute to the growth of their homeland, as well as professionals from multinational corporations and startup firms. Our engagements span the conglomerate's diverse business interests, ensuring a steady influx of top-tier individuals well-equipped to further the group's mission and success.

Our dedication to consistently exceeding expectations, being the go-to business partner for advice, and being ready to tailor solutions to the business needs impressed their team.

Recent Placements

Business Director

CCO

COO

CTO

Engineers (Backend & Manager)

Head of Corporate Finance

Head of HR

Head of Risk

Head of IT

Head of Strategy

Head of Legal

VP Investment

An Esteemed Indonesian Conglomerate

Sector: **Energy, Property, and Technology**

In partnership with Michael Page

About the Company

This esteemed Indonesian conglomerate has emerged as a key player in the mining, energy, property, and technology sectors in Indonesia. With an unwavering commitment to growth and innovation, this corporation boasts a diverse portfolio and a significant presence across multiple industries while remaining committed to excellence.

Our Partnership

Our successful partnership with the client began four years ago with the placement of key roles within their burgeoning Technology business pillar. As dependability grew, the collaboration expanded beyond Technology, to include their Property and Energy divisions.

Over the years, a foundation of trust has been meticulously built, allowing for successful placements in pivotal departments ranging from HR to Engineering, Technology, Sales & Marketing, and General Management at mid to senior-level positions.

Since then, our partnership has evolved to include a comprehensive recruitment partnership across all the client's business units. This expansion is a testament to the mutual trust and value placed in Michael Page's services.

Recent Placements

Account Manager

Electric Field Supervisor

COO for Property

Data Center Engineer

Head of HR

Head of Network Security

Head of Procurement

HRGA

IT Project Management

Mechanical Engineer

Project Engineer



PT Halmahera Mining

Sector: **Mining**

In partnership with Michael Page

About PT Halmahera Mining

PT Halmahera Mining is an Indonesian mining company that specializes in the production of high-grade nickel, which is essential for metal and steel industries. By leveraging technological innovation, they refine nickel matte, contributing to the production of lithium-ion batteries which are essential for electronic devices and electric vehicles.

Our Partnership

We formed an exclusive partnership with PT Halmahera Mining in the midst of the remarkable growth in Indonesia's mining and energy sectors over the last three years. Our collaboration extends beyond Jakarta, encompassing placements at their Central Halmahera site across diverse roles, ranging from support functions to field operators.

A key advantage we bring to this collaboration is our extensive database of Mandarin-speaking professionals, which is a critical requirement for roles based at their Jakarta headquarters. Our commitment to providing expert guidance and our ability to consistently deliver high-quality talent in this niche sector have earned us a reputation as a preferred recruitment partner, which has impressed the owners of PT Halmahera Mining.

Recent Placements

Business Relations Officer

CFO

Exploration Geologist (multiple placements)

Engineer (multiple placements)

Finance & Accounting roles (multiple placements)

GM Operations

Head of Site

Human Resources roles (multiple placements)

Personal Assistant

Procurement roles (multiple placements)

Tax roles (multiple placements)

Contact the Team

Monico Lim

Regional Director

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Monico embarked on his career in the recruitment industry in 2013 as an Associate Consultant, pioneering the Michael Page Indonesia office. His journey began after two years in an architecture firm and the completion of his MBA at Loyola University Chicago. Returning to Indonesia, Monico focused on Finance recruitment, specializing in hiring mid to senior management and C-level professionals. Over the past several years, he played a pivotal role in driving the expansion of Michael Page Indonesia, particularly in the Finance, Property & Construction, Engineering, and Procurement & Supply divisions, and was promoted to Regional Director in 2023.

Monico's expertise in working with Finance roles spans a wide range of industries, helping numerous MNCs and local conglomerates establish their domestic Finance function. His expertise extends to second-generation conglomerates, where he has earned a reputation for modernizing businesses and fostering sustainable growth. Currently, he leads a team of 30 consultants and is driven by his commitment to grooming each member for success and professional development.

Imeinia Chandra

Regional Director

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Imeinia embarked on her career in the recruitment industry in 2013 as an Associate Consultant, pioneering the Michael Page Indonesia office. Fresh from completing her MBA at Imperial College London and with four years of experience in corporate banking at HSBC Indonesia, she began her journey in Finance recruitment, specializing in hiring mid to senior management and C-level professionals. She transitioned to Sales & Marketing recruitment to lead the division and was promoted to a management role in 2016. And in 2018, she spearheaded the launch of the Technology division at Michael Page Indonesia.

Fast forward to 2023, Imeinia holds the position of Regional Director, overseeing the Sales & Marketing, Digital & Technology, and Legal divisions, and leading a team of 20 consultants. Imeinia thrives on the dynamic pace of the recruitment industry in which she says no two days are ever the same. Her passion lies in talent development and empowering individuals to make a positive impact in both personal and professional lives.