

Safer above. Safer beyond.



Building safer skies together.

Chief Human Capital Officer
Location: Putrajaya

Eligible candidates are encouraged to apply for the aforementioned position by submitting the application form, resume, academic qualifications and supporting documents via www.caam.gov.my/resources/announcements/career/. Kindly note that only applications submitted through **CAAM website** will be considered.

Application deadline is on **20th December 2025, at 11:59 p.m.**

*Recruitments are subject to vacancies, and only candidates who have been shortlisted for an interview will be contacted.

CHIEF HUMAN CAPITAL OFFICER

Job Description

Responsible for leading and managing strategically all aspects of human capital management and development for CAAM, ensuring alignment with the authority's mission, strategic objectives and regulatory requirements. The role is responsible for developing and implementing comprehensive human capital strategies that attract, develop, engage, and retain a high-performing workforce, fostering a culture of safety, excellence, and continuous improvement to meet its dual mandate as a technical and economic regulator and air navigation services (ANS) provider.

The CHCO plays a pivotal role in aligning human capital strategies with CAAM's operational and strategic objectives, in line with national public service policies and international aviation best practices.

Qualifications for Appointment

Candidates must possess the following criteria:

a) Citizenship

- Malaysian citizen.

b) Academic & Professional Qualifications

- A Bachelor's Degree in Human Resource Management, Business Administration, or related field from a higher education institution recognized by the Government, or an equivalent qualification.
- Master's Degree or professional certification (CHRO, SHRM, CIPD) is preferred.

c) Additional Requirements

- At least fifteen (15) years of progressive experience in human resources.
- At least five (5) years in a senior HR leadership role, ideally in a regulated or public sector environment.
- Work experience in the aviation industry will be an added advantage.
- Strong leadership, organisational change, and people management skills.
- In-depth knowledge of public service employment frameworks and HR compliance.
- Strategic problem-solving with the ability to advise top management.
- Data-driven decision making, emotional intelligence, and workforce analytics capability.