

We're Hiring | Sr. Manager / AGM – HR & Compliance

RFL Group, one of Bangladesh's largest and most diversified manufacturing conglomerates, is looking for an experienced Sr. Manager / AGM – HR & Compliance to lead factory HR governance and statutory compliance at our Bagerhat (Khulna) location.

Application Link: <https://lnkd.in/gF9vhair>

Job Responsibilities:


- Lead and implement HR policies, SOPs, and systems in line with RFL Group standards.
- Translate business requirements into effective HR strategies and workforce plans.
- Ensure full compliance with the Bangladesh Labor Act, Labor Rules, factory safety regulations, environmental laws, and buyer Codes of Conduct.
- Oversee and coordinate all HR, social, environmental, technical, and buyer audits, including preparation, documentation, and follow-up.
- Lead domestic inquiries, show-cause notices, and labor-related legal issues.
- Ensure peaceful industrial relations and proactive conflict prevention.
- Oversee recruitment, onboarding, confirmation, transfer, promotion, and separation processes.
- Supervise payroll coordination, attendance, leave, benefits administration, and HR records.
- Implement performance management systems (KPI/KRA, appraisal cycles).
- Identify training needs and support leadership and capability development initiatives.
- Ensure compliance with occupational health & safety, fire safety, and welfare standards.


Qualification:

- Bachelor/Master's in HRM, Management, Business Administration or related discipline
- PGD in HRM/Compliance/Labor Law is an added advantage

Experience:

- Minimum 8 years in manufacturing industries (FMCG, Garments, Engineering, Electronics, Furniture, Paint, Footwear, etc.)

 Job Location: Bagerhat, Khulna

 Salary: Negotiable (attractive benefits including GDPS, bonus, accommodation, leave encashment)

 Application Deadline: 06 February 2026

If you are passionate about people, compliance excellence, and industrial harmony, this role offers a powerful platform to make an impact in a large manufacturing environment.

 Apply now & be part of the RFL Group growth journey!