



# MONGKONCHAI TAJAI

Cell phone: +(66)638255932

Email: [Mongkokchai@hotmail.com](mailto:Mongkokchai@hotmail.com)

## Summary of Qualifications:

- Experience working in the role Organization Development 5 Years in Food industry.
- Proficient in data analytics, learning and development design, **consulting and visual facilitation, analytical thinking, project management, simulation-based learning design**, and integrating Office 365 tools such as SharePoint and **Power BI dashboards** into work processes.
- Recognition as a Financial Planning Consultant by the Stock Exchange of Thailand (SET) and The Thai Professional Finance Academy (Thai PFA), possessing IC Complex 1 license (Investment Consultant) and Certified Financial Planner (CFP) Module 1-3 certification.

## Experience:



**BETAGRO PUB CO., LTD.** (Bangkok, Thailand) - Dec. 2022 – Present  
Senior Organization Development Officer (Corporate) -- BETAGRO Group

## Responsibilities:

### People Transformation project: People Capability & HR Strategy

- Digital Program (FutureSkill Platform) performed as a project owner
  - Develop survey and interventions for bridging the gap
  - Design Communication and media package
  - Build Digital Community for Showcase & Sharing
    - Digital Expert Coaching System
- HR Strategy & KPI Drivers
  - Expertly supported the People Transformation Project, effectively consolidating and organizing HR strategies and key performance indicators to drive success.

### OD Analytic Dashboard Project

- Collect and integrate data from all functions related to Organization Development, including L&D, BHRD, Core Value & Culture, KM, Coaching System, Succession Planning, Talent Management, and Job Rotation, to design Strategic & Operation Dashboards.
  - Enhance data structure and visualization to enable better usage perspectives.
  - Design data flow and connectivity for automated and real-time data updates.
  - Provide preliminary data analysis insights to management for informed decision making with improved accuracy.



**BETAGRO PUB CO., LTD.** (Bangkok, Thailand) – Jun 2018 to Nov. 2022  
HR Organization Development Officer (Corporate) -- BETAGRO Group

## Responsibilities:

### People transformation: People Capability & Organization Transformation

- Developed and implemented Digital Competency, encompassing digital literacy and digital mindset to employees in every role from the top, middle, bottom or entry-level, as well as mapping digital tools. Approved by the Executive Management Committee and the People Committee
- In part of Survey tools selection, Data structure design, Data analysis and interpretation, and Dashboard visualization by Power BI.
- Spearheaded the creation and execution of the Digital Culture and Digital Competency Survey and Dashboard as a project owner. Designed and implemented dashboard

- specifically for managerial, HR business partners, and provided data interpretation. Regularly updated the CEO and People Committee on project progress.
- Designed & Execute Workforce Analysis template

### Career Development

- Designed & Implement Career path for Sale & Marketing and Others Function
- Execute Vocational Qualifications System (VQ) – Design functional map for Operation Staff such as Machine Operation, Livestock Farm

### Development Framework Management

- English program (Voxy Platform) performed as a project owner
  - Designed & Implemented Learning Journey for Staff and Executive
  - Follow-up & Tracking Learning Report
  - Execute Christmas day activities by Virtual Classroom learning
  - Learning Analytic & Behavior Implication
- Design & Implement Development Framework for management and employee
- Improved a Development Framework of the company in part of leadership skill development (70:20:10 Concept), which re-designed & Add Learning Experience with Learning Simulation such as "SAVEUP" -- Solve pain Point in financial Statement for Operation line, and "Trade war" -- Location & Supply Chain management for newcomer.
- Designed and executed an employee learning tracking on Visualized Dashboard (By PowerBI).
- Designed Follow-up System Architecture and Mechanism.

### Knowledge management (KM)

- Design Architecture System & Platform (Integrate SharePoint & O365)
- Create a Community of Practice (CoP) activities.
- Co-Design End to End Process & Skill mapping Feed Production

### Performance Management System

- Created a List of KPIs of a company for the Production Unit (Factory, Livestock) on SAP System

### PIPIQ Culture "Blooming" Campaign & Community project

- Create PIPIQ Trendy EP1-3 Video (รายการที่จะตามติด....เรื่องราวอาชีพอินเทรนในเครือเบทาโกร #2)
- PIPIQ Engagement Interventions

## EDUCATION:



**Dhurakij Pundit University** (Bangkok, Thailand) – Scholarship  
Bachelor of Public Administration B.P.A. – GPA 3.80



**Sri Ayudhaya school** (Bangkok, Thailand)  
Bachelor of Public Administration B.P.A. – GPA 3.00

## SKILL:

- Project management
- Data Analytic Skill (SQL, R, PowerBi, Python)
- Business & Financial Planning
- Digital Tools (Office365, Google Sheet)

## LANGUAGES:

- Native in Thai
- Intermediate Level in English  
(Measured by Voxy Thailand)

## CERTIFICATIONS: >> [Detail Link](#)

- **Economic & Business Data Analysis** (Certified by Chulalongkorn University and SEAC)
- **Software Development** (Certified by Microsoft and LinkedIn)
- **Financial Planning & Ethic** (Certified by Thai professional finance academy)
- **Investment Planning** (Certified by Thai professional finance academy)
- **Insurance Planning** (Certified by Thai professional finance academy)
- **Data Science Bootcamp รุ่นที่ 7** (Certified by DataRockie) - In progress 42%
- **Project Management** (Certified by Microsoft and LinkedIn)