

# **Netnaphit Lalikran (Cartoon)**

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## **Working Experience**

**Mercular (E-Commerce)** Jul 2021 – Present

### **Senior Talent Acquisition and People Engagement**

#### **Talent Acquisition**

- Sourcing, attracting, interviewing, hiring and onboarding employees in a company
- Create weekly hiring conversion report for management review
- Plan interview and selection procedures, including screening calls, assessments, and in-person interviews
- Successfully collaborate with head department to understand their hiring needs.
- Recruiting the potential candidates by using several channels such as LinkedIn, Jobsdb, JobThai, Facebook
- Preparing job offer and contract for successful candidates
- Recruit all position and level such as Category Manager, Key account manager, Head of Department, Supply Chain, Production, Operation and etc.
- Assess and recommend hiring manager with crafting job description
- Keep records of all materials used for recruitment, including interview notes and related paperwork
- Initiate project to improve hiring process and on-boarding experiences
- Coordinate with hiring managers in internal departments to determine recruitment needs
- Determine selection criteria for candidates by liaising with managers and other members of staff

#### **People Engagement**

- Structure and designs regular employee engagement communication to employees by creating multimedia / artwork and quality messages to help promote a positive organizational culture
- Conduct ongoing and thorough analysis of organizational engagement survey towards action plan to boost up employees happiness level and productivities
- Manage the coordination and collaboration in all HR functions for the staffs and management line in business units to support the operation of the organization together with managing a relationship improvement within the organization
- Maintain the employee engagement programs/activities and initiatives throughout Branding perspective on social media channel that support organizational goals and culture

## **SMARTCRUIT Consultant Recruitment Company Jul 2020 – Jun 2021**

### **Recruitment Consultant**

- Sourcing and reaching out to qualified candidates for client's needs.
- Recruiting all position, all rete salary candidates for client's needs.
- Sent 10-15 candidate for client per week
- Developing a good understanding of client companies, their industry, what they do, their work culture and environment
- Headhunting - identifying and approaching suitable candidates who may already be in work Bangkok and Upcountry area
- Using candidate databases to match the right person to the client's vacancy
- Receiving and reviewing applications, managing interviews and tests and creating a shortlist of candidates for the client
- Follow up with candidates throughout the hiring process
- Offering advice to both clients and candidates on pay rates, training and career progression

### **Achievement**

- Success sales target Quarter1 2021 (675,000)

## **PRTR Group Company Mar 2019 – Jun 2020**

### **Recruitment Consultant**

- Sourcing and reaching out to qualified candidates for client's needs.
- Developing a good understanding of client companies, their industry, what they do, their work culture and environment
- Headhunting - identifying and approaching suitable candidates who may already be in work
- Using candidate databases to match the right person to the client's vacancy
- Receiving and reviewing applications, managing interviews and tests and creating a shortlist of candidates for the client
- Follow up with candidates throughout the hiring process
- Offering advice to both clients and candidates on pay rates, training and career progression

### **Achievement**

- Send resume candidate 9-10 resume for a week
- Success sales target 6 months continues.

**Ikano (Thailand) Limited Ikea Bang Yai Sep 2017-Jan 2019**

**Customer Service (Shopping Experience)**

- Product suggestion
- Promoting promotion
- Making a membership card
- Arranging an equipment for shopping
- Mic Controller

**Internship 2017**

- Trainee at GMM Grammy Company Department of Human Resource

**Education**

Srinakharinwirot University (2017)

Bachelor Degree of Political Science Major Public Administration

GPA. 3.34 (2nd class honors)