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**Mohammad Maksudul Hasan**

HR Professional

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 Dhaka, Bangladesh

**CORE COMPETENCES (Professional skills)**

* Strategic Human Resources planning and talent management
* Human Resource policies & processes design and implementation
* Recruitment & Selection, Talent development and Succession planning
* Employee engagement and retention strategies
* Employee onboarding and strategic change management
* KPI based Performance management and career management
* Organization development / process improvement
* Employee counseling and grievance handling
* Critical position identification and prepare successor for those roles
* Effective leadership coaching and team building through training & development
* Training design through TNA, development, and facilitation
* Compensation and benefit management
* Bangladesh Labor Law and Industrial relations

**ABOUT ME**

I have a friendly and open personality. I am confident to work in a team, as well as having the ability to work as a leader. I am highly motivated and understand the importance of being professional, organized, and punctual and always aiming to excel in what I am doing. I love my job and I have a unique ability to learn anything quickly. I believe in hard work where desire, dedication, discipline, and proper decision making are important.

**PROFESSIONAL EXPERIENCES**

**Head of HR (DGM)**

**Midas Safety Bangladesh Ltd.**

([www.midassafety.com](http://www.midassafety.com))

Mar 2021 to Present

***Achievements***

* Aligned all HR strategies with business strategy & evaluate the progress for proper talent management
* Developed total monthly manpower plan, do recruitment, and quarterly presented the recruitment report to higher management
* Derived PMS of management employees and workers and fix the improvement plans for further development through T&D
* Assessed development needs, do change mgt., ensure career development plans and healthy succession pipeline
* Periodic update/modification of HR policy – in alignment with corporate guidelines, modern HR practices & labor law requirements
* Managing payroll, monitoring people cost, budget, and headcount. Provide rigorous employee data analysis based on Business needs
* Crafted engagement plans & build credibility among employees

**EDUCATION**

MBA (Major in HRM)

BRAC University, Dhaka (2009 – 2010)

CGPA 3.37 out of 4

BBA (Major in HRM & minor in Marketing)

BRAC University, Dhaka (2004 – 2008)

CGPA 3.27 out of 4

HSC (Major in Business Studies)

Dhaka Commerce College, Dhaka

2002 – 2003

CGPA 3.90 out of 5

SSC (Major in Business Studies)

B.A.F. Shaheen School, Dhaka

1990 – 2001

CGPA 4.25 out of 5



REFERENCES

Advocate Jafrul Hassan Sharif

Chairman of Attorney (Legal firm)

Email: [jafrul@attorneysbd.com](mailto:jafrul@attorneysbd.com)

2nd floor, H.#487, R.#32, New DOHS, Mohakhali, Dhaka, Bangladesh

Armanul Hoque Chowdhury

Senior Manager, HR and Administration

Square Group

Email: [arman@squaregroup.com](mailto:arman@squaregroup.com)

Square Centre, 48 Mohakhali C/A, Dhaka – 1212, Bangladesh

Parveen Huda

HRD & OD Consultant

Innovision Consulting Private Ltd.

Email: [parveen@rcl-bd.com](mailto:parveen@rcl-bd.com)

Dhaka, Bangladesh

**PROFESSIONAL TRAINING / COURCES**

√ PGDHR from BIMS in 2010

√ DSC (Diploma in Social Compliance) from BIM in 2012 (6 months)

√ ACMC (Advanced Certificate in Managerial Communication) (Batch – 01) from IBA, Dhaka University in 2013 (4 weeks)

√ ‘Effective business communication for individual professional development program’ training organized by Bata Shoe Company in 2012

√ Trained on ‘Techniques of Effective Grievance Management (GM), Domestic Inquiry (DI) & Employee Discipline’ organized by Prothom-Alo jobs in March 2012

√ Participated on ‘Strategic Leadership Workshop’ in 2021

* Done talent gap analysis and prepared strategies to fill the gap
* Developed a proper Job rotation for employees (around 34 roles) & onboard new talent with a new project (14 projects)
* Design and implement suitable reward & recognition schemes to encourage and motivate good performers
* Ensure the creation of future leaders and successors. Like – to create first tire, second tire, and third tire management
* Ensure using appropriate assessment tools and processes for different types of hires and act as the principal contact with the Regional HR team in matters related to International Mobilization, cultural diversity, and corporate reporting and change management initiatives

**Head of People Sustainability & OD, HR (AGM)**

**SQ Group**

May 2018 to Feb 2021 (2 years 10 months) ([www.sqgc.com](http://www.sqgc.com))

**HR Business Partner (HRBP)**

**British American Tobacco Bangladesh** (BATB)

Jan 2015 to Mar 2018 (3 years 3 months) ([www.batbangladesh.com](http://www.batbangladesh.com/))

**In-charge of Organization Development, HR**

**Bata Shoe Company Bangladesh**

Jun 2011 to Dec 2014 (3 years 6 months) ([www.batabd.com](http://www.batabd.com/))

**Executive, HR**

**Square Group (Square Textile Division)**

Jan 2009 to May 2011 (2 years 5 months) ([www.squarefashions.com](http://www.squarefashions.com/))

**PERSONAL INFORMATIONS**

Permanent address: Flat # A3, Kha 79/1, Khilkhat, Namapara, Talertek, Dhaka – 1229, Bangladesh

Date of birth and place: 20 November 1985, Dhaka, Bangladesh

**REFERENCES**

**Advocate Jafrul Hassan Sharif**

Chairman of Attorney (Legal firm)

Email: [jafrul@attorneysbd.com](mailto:jafrul@attorneysbd.com)

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Senior Manager, HR and Administration

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**Parveen Huda**

HRD & OD Consultant

Innovision Consulting Private Ltd.

Email: [parveen@rcl-bd.com](mailto:parveen@rcl-bd.com)

Dhaka, Bangladesh



**AWARDS & RECOGNITIONS**

√ **President** of Football Club of BRAC University (2007)

√ **Recognized by MD of BATB** for outstanding efforts at Welfare event management

√ **Identified as successor of HOHR** at Bata Shoe Company BD

√ Played some corporate league of cricket as **Captain** when I was in Square Group

**PROFESSIONAL COURCES**

√ PGDHR from BIMS in 2010

√ DSC (Diploma in Social Compliance) from BIM in 2012 (6 months)

√ ACMC (Advanced Certificate in Managerial Communication) (Batch – 01) from IBA, Dhaka University in 2013 (4 weeks)

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