



## Curriculum Vitae

Name	: Victor Pribadi	Date of Birth	: 21 Nov 1980
Gender	: Male	Marital Status	: Married
Address	: Jakarta	Nationality	: Indonesia
Email	: <a href="mailto:victor_sugiharto@yahoo.com">victor_sugiharto@yahoo.com</a>	Hp	: +628129448770
Address	: Butterfly Residence kav 27, Kodam, Bintaro, South Jakarta		

---

## Specialization of Expertise

- Building Talent Pool from School and Universities.
- Building brand image.
- Industrial Relation
- Learning and Development.
- Business Partner.
- HR Strategy.
- Legal Documentations and Governmental Relation.

## Core Competencies

- A strong background/expertise as an HR generalist (including employment law expertise and related demonstrated ability to manage complex international employment issues) and demonstrated success as an HR advisor to management of all levels.
- Experience with current recruitment practices and sources preferred (e.g., sourcing and selection, social media to support high quality/lower cost recruitment, building a talent pipeline from the Universities and Vocational School).
- Demonstrated ability to exercise effective judgement, sensitivity, discretion, and creativity to changing needs and situations.
- Strong communication (written and verbal), interpersonal and problem solving skills.
- Self-starter with strong organization skills - ability to meet deadlines, prioritize assignments, and juggle multiple tasks simultaneously in a fast-paced environment.

## Other Information

- Bachelor of Psychology from Atma Jaya University.
- Computer skill : *Word, Excel, Visio and Power Point.*

## Professional Highlights

### ❖ **PT. Sophie Paris International**

**2014 – 2016**

Title : **Senior HR Manager**

#### **Accomplishment:**

- ✓ Developed SOP and Policies for all division.
- ✓ Designed and built the HR Plans and Strategies.
- ✓ Built HR Manpower Budget.
- ✓ Ensure Manpower fulfillment (Recruitment & Manpower Planning).

- ❖ **CBN Group** **2013 - 2014**  
 Title : **HR Manager**  
**Accomplishment:**  
 ✓ Reorganization of the team from the several companies (regarding the merged into one holding group this includes creating and implementing the new job desc, KPI, and working system for all the team).  
 ✓ Design and build the budgeting plan for HR program, to be more effectively and efficiently for achieving annual HR target for all the holding group.  
 ✓ Recruited Web Designers, Web Developers, UI/UX Developers, and other IT specialist.
- ❖ **PT. ISMAYA Group** **2011 - 2013**  
 Title : **Recruitment and Development Manager**  
**Accomplishment :**  
 ✓ Developed and implemented strategic HR Plan to improve performance of all the staff under the holding group.  
 ✓ Recruits all the positions start from Service Crew, Kitchen Crew, Brand and Marketing Team, Finance Accounting Team for the opening 13 new brands from Ismaya Group.  
 ✓ Created and implemented the HR SOP for Recruitment and Development function.  
 ✓ Build a strong talent pool by mixing the graduated students and expert from many vocational school and universities around Indonesia.
- ❖ **PT. Ernst and Young Advisory Services** **2009 - 2011**  
 Title : **Senior Associate**  
**Accomplishment :**  
 ✓ Managed to reduced complaints in HR Transaction regards to medical benefits.  
 ✓ Managed to build some good relationship with Procurement, Finance Accounting and Insurance Company.  
 ✓ Conducted the EY Diversity and Inclusiveness Program for all the CBS staff.  
 ✓ Conducted the Induction and elective training for all the new employees.
- ❖ **PT. MNC Skyvision** **2007 - 2009**  
 Title : **Head of Section Recruitment**  
**Accomplishment :**  
 ✓ Recruits all the manpower needed with the various position and background for across Indonesia.  
 ✓ Recruits 3000 staff for Indonesia region in the 3 months period.  
 ✓ Created and implemented the HR SOP for Recruitment function.  
 ✓ Build a strong talent pool by mixing the graduated students and experts from many vocational school and universities around Indonesia.
- ❖ **Course / Training**
- 2006 Financial Management for Non Finance Manager at Prasetya Mulya (Certified).  
 2011 Recruitment Based on the Job Competencies at GML Consulting.  
 2013 Labor Law and Resolving Cases According Labor Law at Corporate Human Resources.