

# SANDRA ZHANG YING

LOCATION: SINGAPORE (PERMANENT RESIDENT)

LANGUAGE SKILL: ENGLISH, CHINESE

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## WORK EXPERIENCE

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### ACCENTURE, 2022 TO PRESENT

#### CHANGE MANAGEMENT & TALENT INTEGRATION, HR VENTURES & ACQUISITION

January 2022 – Present, Singapore

- ✓ Working as the talent integration lead and collaborating with other teams to deliver the end-to-end deal lifecycle of various acquisitions in Southeast Asia, Australia and China, such as due diligence, culture integration, change impact assessment, designing and implementing high quality communication and change activities to enable an impactful integration experience for acquired employees.

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### WIPRO LIMITED, 2010 TO 2022

#### REGIONAL HR MANAGER FOR 11 COUNTRIES (SOUTH EAST ASIA, SOUTH KOREA, GREATER CHINA & TAIWAN)

May 2015 – January 2022, Singapore

#### HR MANAGER FOR MALAYSIA, THAILAND, INDONESIA, VIETNAM & MYANAMR

June 2013 – May 2015, KL, Malaysia

#### ASSISTANT HR MANAGER FOR MAINLAND CHINA, TAIWAN & HONGKONG

July 2010 – May 2013, Shanghai, China

- ✓ Lead a team of 3 HRBP (expanding to 6) and manage South East Asia, South Korea and Greater China region including 11 countries, enabling a span of 2200+ diverse employees. Anchor all people processes, career & talent management
- ✓ Strategically partner with leadership in design, development, and enrichment our people agenda in all aspects
- ✓ Provide proactive commercial solutions. Collaborate with business, C&B, legal, TA, training, operation, and immigration team etc. to ensure the optimization of our business objectives & market expansion in the region
- ✓ Provide advice, guidance, coaching, counselling. Support capability building and leadership development initiatives
- ✓ Spearheaded several new country set-ups for Wipro's new market in Indonesia, Myanmar, Vietnam and Taiwan by carrying out detailed due diligence in all HR related matters. Organization design, development & effectiveness
- ✓ Drive sustainability initiatives and programs on Equality, Inclusion & Diversity
- ✓ Lead market benchmarking, formulation as well as revision of compensation and benefits policies/processes. Ensure compliance with local laws of each country and seamlessly execute any changes in the statute
- ✓ Manage end-to-end employee transition in acquisitions & rebadging exercises
- ✓ Drive localization in all the geographies through local hiring, effective training and assimilation
- ✓ Manage Employee relationship, engagement, retention
- ✓ Partner with tech team to keep enhancing internal digitized and automated platforms to drive higher efficiency and better employee experience
- ✓ Member of prevention of sexual harassment committee and lead investigation for all complaints across Asia pacific region
- ✓ Lead several global projects over 70 countries including employee survey analysis & action planning, Prism program etc.

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### COGNIZANT TECHNOLOGY SOLUTIONS

#### SENIOR EXECUTIVE, TALENT ACQUISITION

May 2007 – July 2010, Shanghai

- ✓ Responsible for end-to-end recruitment activities and relevant campaigns, including campus hiring, lateral recruitment, internal referral etc.
- ✓ Rotated to workforce management team for 1 year to manage workforce planning and forecast for entire China region

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### SHANGHAI NAIL ELECTRIC EQUIPMENT CO., LTD

#### LEAD- HUMAN RESOURCES

May 2005 – May 2007, Shanghai

## EDUCATION

2002 – 2006 BACHELOR OF MANAGEMENT SCIENCE

EAST CHINA NORMAL UNIVERSITY, SHANGHAI

## KEY SKILLS

Change Management

Talent Integration in M&A

HR Automation & Solutions

Workforce Mgmt & Transitions

Employee relationship, engagement, retention

Compensation & Benefit

New Country Setup & Organization Design

Legal compliance & Proactive commercial people solution

Business Partnership & HR coaching

Talent Acquisition

