



# TALENT PROFILE



Name	: SANTHI SUBRAMANIAM	CPD / NSR Points
Age	: 40 years old	2022 - 73
Talent ID	: T23243	
Programme	: PUBLIC HEALTH	LNPT Points
Designation	: PPKA UD 54	2021 - 94
Workplace	: MAKMAL KESIHATAN	2020 - 88.84
	AWAM KEBANGSAAN	2019 - 91.24

## PERSONALITY STATEMENT SUMMARY

As an enthusiastic Public Health Physician, I am writing to express my interest enrolling for the programme above as it will provide and motivate me to perform and great fit in my current working organization.

I am currently holding a position as Head of Outbreak Response Section in National Public Health Laboratory, Malaysia. COVID-19 pandemic has identified my capabilities responding quickly to threats by deploying resources effectively and create practical, evidence-based policies and guidelines. In my experience, fresh perspectives and techniques allow an organization and career to grow. I believe I can bring the valuable contributions and be an asset in my field of area as well as for the institution, both as a participant and alumnus. Besides that, my motivation, commitment, and pre-existing skills will allow me to fit into the programme environment. I am looking forward for this programme where I can expand my skills, experience, and knowledge in years to come.

Emerging and remerging diseases dominating the news headlines recently. It is critical for public health, policy makers and stake holders to critically interpret epidemiological data for fast action and curb the disease before it spreads. Predicting outbreaks using analysis techniques from the available surveillance data is the most simple tool alerting the relevant health system on possible outbreaks (for example HFMD, Influenza A) for public health preventive and control measures. And this would be my desired TGP project.

## PERSONALITY TEST SUMMARY

Mempunyai keyakinan yang tinggi dengan kebolehan diri dan selalu memberi tumpuan terhadap isu semasa. Sangat suka kepada perkara yang positif serta cenderung menilai sesuatu perkara secara optimistik. Sangat mementingkan hubungan interpersonal dan suka berinteraksi secara sosial. Bersikap terbuka dalam meluahkan idea apabila berinteraksi. Seorang yang sangat prihatin. Sangat rasional, munasabah, berfikiran logikal dan bersikap adil apabila membuat keputusan walaupun berada di bawah tekanan emosi. Sangat berkeyakinan tinggi, bersikap sangat asertif, sangat suka kepada persaingan, sangat tegas dan teliti dalam kehidupan seharian. Penyabar, bertimbang rasa, berperikemanusiaan dan bertolak ansur. Seorang yang sangat sistematik, teratur, mematuhi peraturan dan menitikberatkan kesempurnaan dalam hasil kerja. Kebolehpercayaan menjawab: Diragui (Rendah).

### **TGP PROJECT – Area of interest**

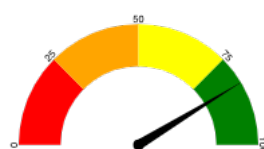
- EPIDEMIOLOGY - study on predicting outbreaks using laboratory surveillance data

## TGP COMPETENCY ASSESSMENT

	Self-Assessment		Referee Assessment	
	Score	Level	Average Score	Level
<b>Leadership</b>	65.0	2	82.5	3
<b>Interpersonal Relationships</b>	65.0	2	87.5	3
<b>Organizational Governance</b>	60.0	2	86.7	3
<b>Professional Values</b>	60.0	2	80.0	3
<b>Personal Values</b>	65.0	2	80.0	3
<b>Overall</b>	<b>63.0</b>	<b>2</b>	<b>83.0</b>	<b>3</b>

## ASSESSMENT SUMMARY

## LEADERSHIP



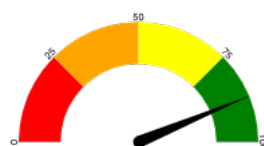
82.5%

## AREA FOR IMPROVEMENT

(Based on referees' assessment\*)

Change Leadership  
Team Leadership  
Conflict management

## INTERPERSONAL RELATIONSHIP



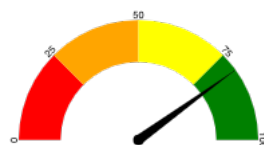
87.5%

## AREA FOR IMPROVEMENT

(Based on referees' assessment\*)

Communication Skill  
Teamwork & Collaboration  
Negotiation Skill

## ORGANISATIONAL GOVERNANCE



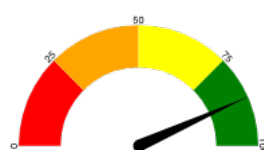
80.0%

## AREA FOR IMPROVEMENT

(Based on referees' assessment\*)

Financial Skills Process Management  
Human Resource Management

## PROFESSIONAL VALUES

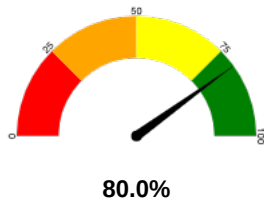


## AREA FOR IMPROVEMENT

(Based on referees' assessment\*)

Continuous Quality Improvement  
Community Awareness & Strengthening

86.7%

**PERSONAL VALUES****AREA FOR IMPROVEMENT**

(Based on referees' assessment\*)

Critical Thinking &amp; Decision Making

Ethical Reasoning

**PANELS COMMENTS**

- i. Second ranked, middle manager and with good recommendations and overall scoring.
- ii. Competency assessment revealed there is still skills can be improvised by giving relevant training. ARS score is good but managerial and leadership skills need to be groomed. Good comments from the referees. Involves in research activities. Good candidate for TGP.