

# SALVA AMARTA PUTI KINANTI HARDY

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## EXECUTIVE SUMMARY

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Highly motivated and results-oriented Human Capital professional with expertise in talent acquisition, development, and engagement. Skilled in data-driven decision-making, project management, and stakeholder management within fast-paced environments.

**Competencies:** Human Capital, Talent Acquisition & Recruitment, Talent Management & Engagement, People Development, Organization Development, People & Culture, Team Management, Performance Management, Project Management, Relationship Management, Public Speaking, and Stakeholder Communication.

## INTERNSHIP EXPERIENCES

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### PT Commerce Finance (SeaMoney from Sea Group)

Mar 2025 – Present

#### *Recruitment Intern (2025)*

- Managed end-to-end recruitment for white-collar positions, including interns, entry-level, and experienced roles across diverse functions such as business operations, finance, and technology.
- Managed relationships with stakeholders and candidates, ensuring seamless communication and positive engagement.
- Screened and analyzed over 750 resumes using Sea Group's ATS, effectively tracking candidate progress and ensuring accuracy throughout the hiring process.
- Sourced over 200 profiles via advanced Boolean search techniques on LinkedIn, increasing candidate pool quality for specialized positions (technology, business operations and finance roles) across levels.
- Facilitated the coordination of assessments (psychological, technical, and language), handling invitations, scheduling, and ensuring smooth candidate participation.
- Managed recruitment documentation (job postings, interview schedules, contracts) and conducted background checks, ensuring a streamlined process while maintaining up-to-date records in the ATS.

### PT Amartha Mikro Fintek

Nov 2024 – Feb 2025

#### *Talent Acquisition Intern (2024)*

- Led the end-to-end recruitment process for the Amartha Internship Program, facilitating the hiring of top talent.
- Managed relationships with stakeholders and candidates through consistent, proactive communication, ensuring timely follow-ups and providing a positive experience throughout the recruitment cycle.
- Screened over 6,200 resumes, shortlisting candidates, coordinating interviews, and conducting initial interviews with 150+ candidates, successfully hiring 25+ individuals.
- Sourced and evaluated 1,000+ Software Engineer profiles with specific skills and qualifications using advanced Boolean search techniques on LinkedIn and Workable for Senior, Lead, Principal, Engineering Manager, and Head of Engineering roles, improving the quality of hires.
- Coordinated a smooth onboarding process, managing employment contracts (PKWT/PKWTT/NDA/OL), equipment requests, background checks, and onboarding registration for new hires.
- Oversaw training workshops for engineers across various roles (Frontend, Backend, QA, Mobile), helping them develop the skills needed to effectively conduct user interviews and excel in their positions.
- Conducted qualification analyses for Senior to Head-level roles across 4 technical domains (Frontend, Backend, QA, Mobile), ensuring the alignment of candidate skills with organizational needs.
- Executed the 'A-Game: Engineering Series' Bootcamp, a specialized internship program for Backend Engineers, which successfully prepared interns for technical roles within the company.

***Talent Management Intern (2022)***

- Designed and executed engagement strategies for a network of 300+ employees, strengthening internal expertise and knowledge-sharing.
- Managed over 30 employee consultation spaces with an overall satisfaction score of 4.75/5.00.
- Oversaw 8 non-certification workshops and training classes for 300+ employees.
- Coordinated 45+ buddies (one-to-one) for newly recruited employees.

**EDUCATION****IPB University****Aug 2019 – Jul 2024**

Department of Aquatic Product Technology, Faculty of Fisheries and Marine Science (GPA: 3.65/4.00 Cumlaude)

**ORGANIZATION EXPERIENCES****AIESEC in IPB****Aug 2019 – Jan 2023*****Local Committee President (2022)***

- Successfully managed, led, and developed six Executive Board members and 60 indirect subordinates, providing strategic direction and overseeing operational execution.
- Contributed to the creation and execution of AIESEC in Indonesia's national strategic plan.

***Local Head of Talent Management (2021)***

- Designed educational curricula and training programs to enhance members' performance management and leadership development, contributing to a 67% increase in member retention.
- Achieved an 89.4% satisfaction rate in membership engagement initiatives.
- Received the "Enjoying Participation Award" across AIESEC in Indonesia, recognized for excellence in talent management and engagement.
- Conducted HR data analysis to gain deeper insights into member dynamics, enabling the development of people personas and a tailored organizational culture.

***Talent Acquisition and Retention Team Leader of Talent Management (2020)***

- Increased member retention by 63% through engagement and performance assessment strategies.
- Managed the recruitment process for over 4,000 applicants, utilizing data-driven selection methodologies to ensure effective candidate evaluation and placement.

**OTHER EXPERIENCES****Global Volunteer of AIESEC in Thailand****Dec – Jan 2020*****Exchange Participant for Sawasdee Thailand 35 – English Teaching in supporting the SDGs no 4: Quality of Education.***

Taught English to 120+ students in a multinational cross-country program, specifically in rural areas of Samut Prakan, Thailand. Developed cross-cultural communication skills and represented Indonesia alongside participants from other nations in international networking events.

**ADDITIONAL INFORMATION****SOFTWARE SKILLS****Human Resources:** Talentics, LinkedIn, ATS (Workable, Work At Sea), HRIS (Talanta, Sunfish, People Sea).**Administrative and others:** Microsoft Office 365, Google Suite, Canva, Trello, Notion, Asana, Slack, Zoom, SeaTalk.**LANGUAGE SKILLS****Indonesian** : Native | **BISINDO** Sign Language: Basic**English** : Advanced/C1**Germany** : Basic/A2