

MY RESUME
CURRICULUM VITAE

Application Letter

Dear,

Mr/Mrs Human Resources Department
in place

Through this cover letter, I am interested in joining and career in this company. My interest because I wanted a new challenge to work.

My experience working more than 8 years in various position and various industry. In Palm Oil Industry with more than 6 years, Asian Agri, started position in Estate Assistant Trainee, By Product Assistant, Quality Control Assistant, Coordinator Quality Control Department, Coordinator Continuous Improvement Department, Senior Assistant Manager Division, & Senior Assistant Manager Replanting. Next, I work as professional in various fields, including Consultant Agriculture/Plantation, Teacher of Courses, Data Entry, & School Administration for 1 more year. Currently, I worked in Financial Services Companies, Dana Tirta Perkasa, as Operations Manager since August 2016.

I will contribute the best myself to the company if I get this job because I have done in this world is the responsibility of working for the company in tune with my responsibilities to my Family and God.

Thank you,

Bony Afrianto Pandapotan Hutasoit., S.P.

My Added Value for Company

As Operations Manager :

- *. Delayed Loans 126% of Delayed Loans in 2014.
- *. Until July 2016, Operating Profit 14% of Operating Profit in 2014.
- *. Until July 2016, Operating Costs 60% of Operating Costs in 2014.
- *. Until July 2016, Consumer Growth 5% of Consumer Growth in 2014.

As Operations Manager :

- *. Make changes to Management Structure, Strategic Plan, and Flow Process.
- *. Until December 2016, Delayed Loans 25% of Total Loans.
- *. Until December 2016, Operating Profit 424% of Operating Profit in 2014.
- *. Until December 2016, Operating Costs 87% of Operating Costs in 2014.
- *. Until December 2016, Consumer Growth 62% of Consumer Growth in 2014.

As Senior Assistant Manager Replanting :

- *. Planning planted 1,500 ha.
- *. Output : 0.9 ha/day.
- *. Target completion April 2016.

As Senior Assistant Manager Replanting :

- *. Realization 340 ha.
- *. Output : 1.8 ha/day.
- *. Target completion brought forward to December 2015.

As Senior Assistant Manager Division :

- *. Manpower : 236 Employees, 18 Supervisors.
- *. From 1,024 ha, 223 ha heavy & 464 ha moderate.
- *. Last year Production : 4.7 MT CPO/ha.
- *. Last year Real Costs : Rp. 572/kg.

As Senior Assistant Manager Division :

- *. Manpower : 280 Employees, 18 Supervisors.
- *. From 1,024 ha, 1,024 ha light.
- *. Realization Production : 5.2 MT CPO/ha. for average planting years : 19 – 20 years.
- *. Realization Costs : Rp. 526/kg.

As Coordinator Continuous Improvement Dept :

- *. The 1st Year : 14 Estates, 10 Mills, 3 Workshops (50,000 ha).
- *. Manpower : 15 CI Assistants.
- *. Target Reduce Costs : - Rp. 20/kg.

As Coordinator Continuous Improvement Dept :

- *. Manage : 31 Estates, 21 Mills, 3 Workshops (150,000 ha).
- *. Realization Reduce Costs : - Rp. 96/kg. (Actually Rp. 139 billion).
- *. Monitoring based on Job Details Costs.
- *. CI to levels employees involvement.

As Coordinator Quality Control Dept :

- *. Manage : 31 Estates (3 Regional).
- *. Manpower : 12 QC Assistants, 30 Supervisors.
- *. Oil Extraction Rate (OER) : 21.40%.
- *. A Focus Assessment harvest work.
- *. As KPI Indicator for Field Assistant.
- *. Reports not on schedule & frequent repairs.

As Coordinator Quality Control Dept :

- *. Manage : 31 Estates (3 Regional).
- *. Manpower : 12 QC Assistants, 30 Supervisors.
- *. Oil Extraction Rate (OER) : 22.32%.
- *. Assessment : Harvest, Fertilizer, Circle & Path Spray, Road & Bridge, Office, Warehouse, Etc.
- *. As KPI Indicator to GM and RH.
- *. Reports on time (08.30/everyday) & Consolidated (09.30/everyday).

As By Product Assistant :

- *. Manpower : 200 Employees, 10 Supervisors.
- *. Planning Areas : 3,500 ha.
- *. Budget Costs : Rp. 5,281,000/ha.
- *. Last year realization costs : Rp. 5,320,000/ha.
- *. Output : 5,600 Kg/Employee.

As By Product Assistant :

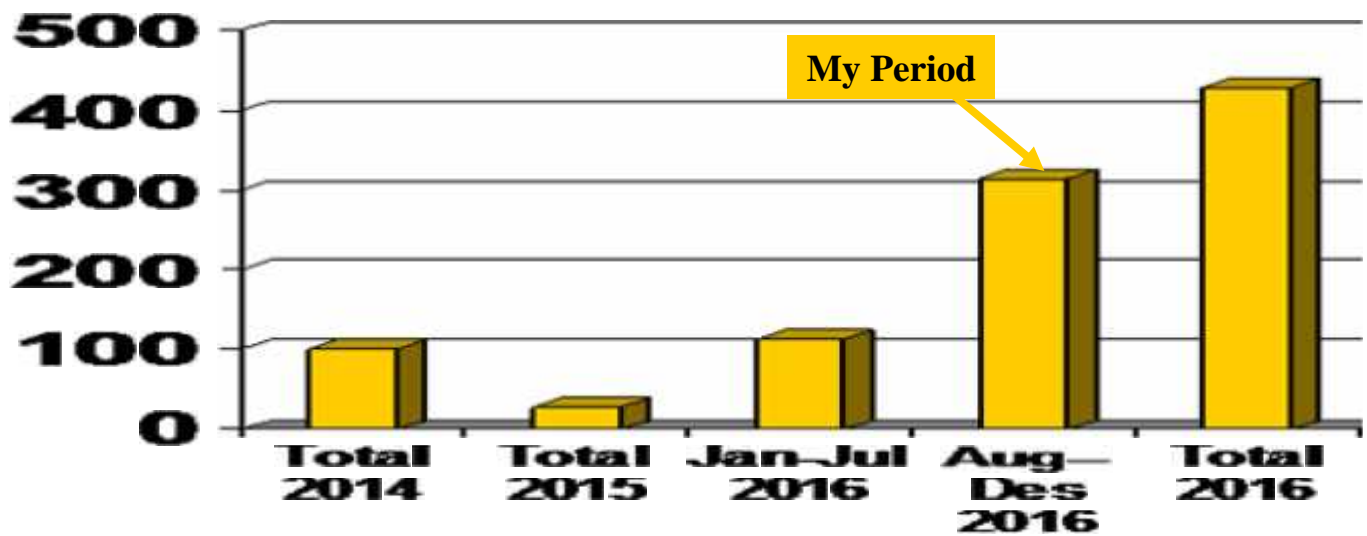
- *. Manpower : 200 Employees, 10 Supervisors.
- *. Planning Areas : 3,500 ha.
- *. Realization Costs : Rp. 5,180,000/ha.
- *. Output : 7,000 Kg/Employee.

Before

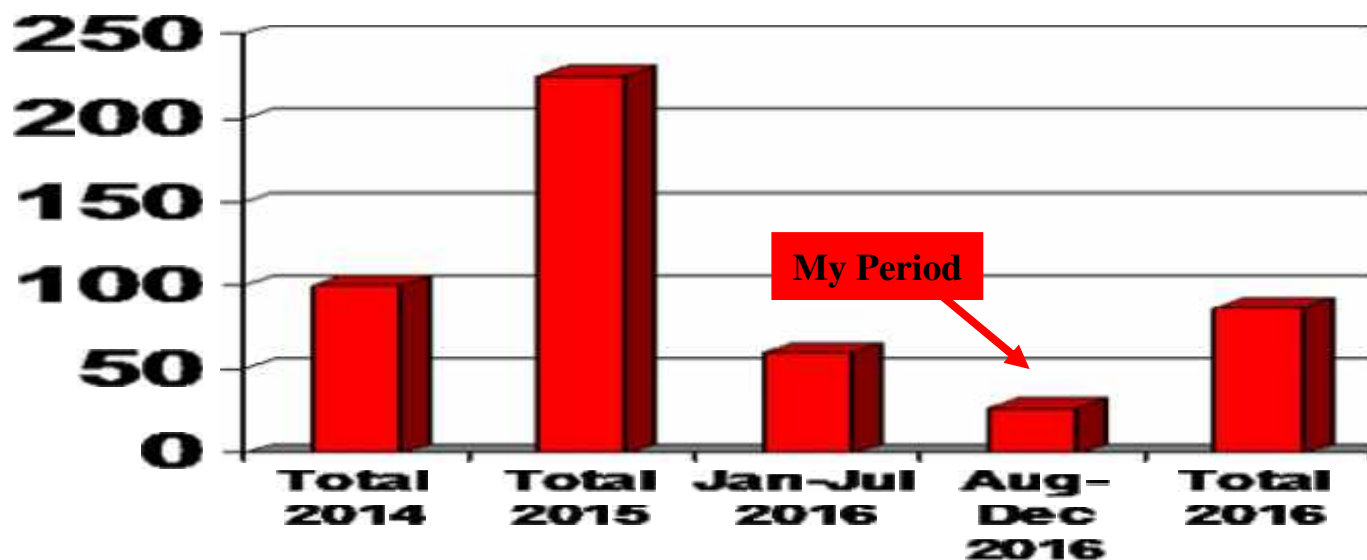
After

My Added Value, as Operations Manager

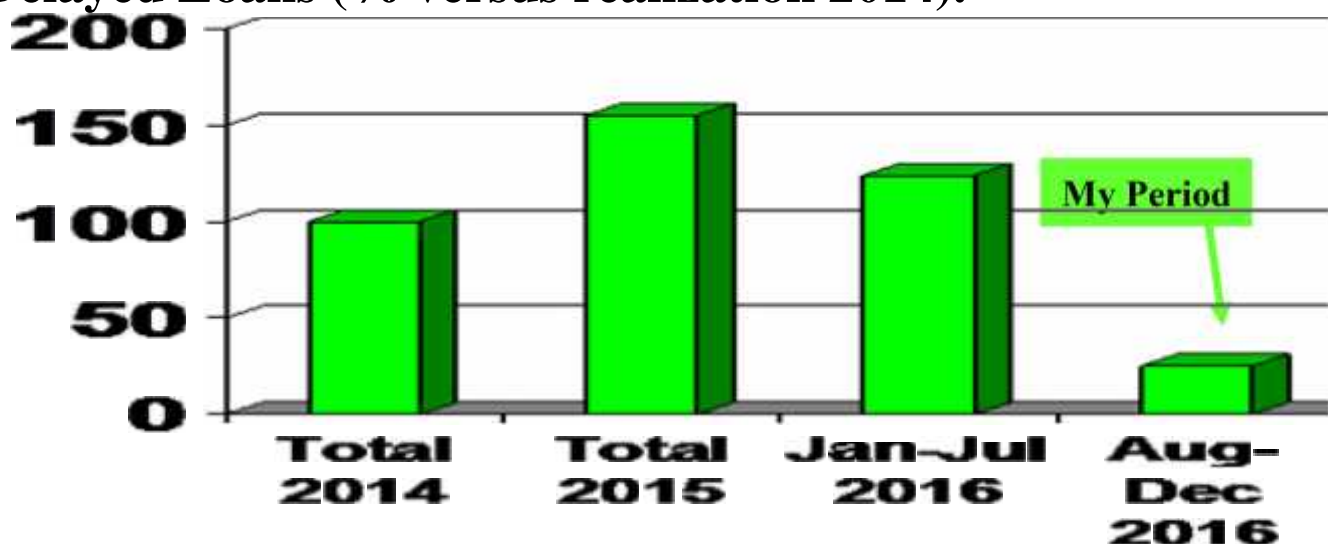
1. Profit (% versus realization 2014).

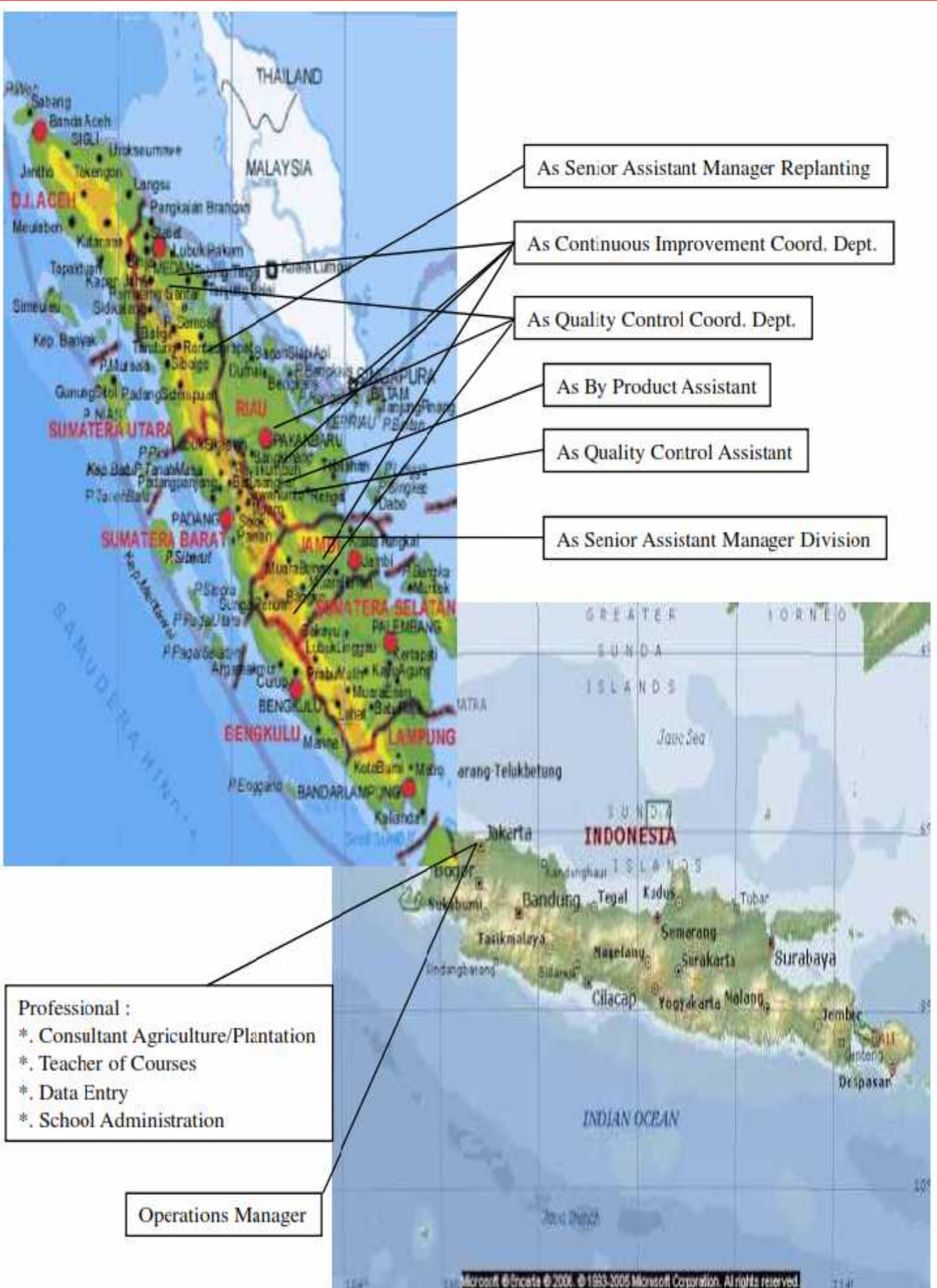


2. Cost (% versus realization 2014).



3. Delayed Loans (% versus realization 2014).





My personal description

Full Name : Bony Afrianto Pandapotan Hutasoit
Order Position : 1st of 4 siblings
Place of Birth : Jakarta
Date of Birth : December, 28th 1985
Address : Fajar Road 3 No. 28, Housing of
Complex Cipondoh Makmur,
Villages of Cipondoh Makmur,
Districts of Cipondoh, Tangerang City,
Province Banten, Postal Code 15148
Religion : Christian
Nationality : Indonesia
Status : Married (Actually, October 24th 2015)
Child : 1 (was born, September 27th 2016)
Mobile Phone : +62 852 1154 0193 or +62 838 0885 5978
Email : plaso.bony@gmail.com
ID Card Number : 3671052812850002
Tax Card Number : 68.997.298.2-416.000
Jamsostek card Number : 09026965922
Driving License A : 851212191244
Driving License C : 851212191244



My education & organization

Graduated from Padjadjaran University, Majors in Soil Science, Faculty of Agriculture

Date of Starting : August, 1st 2003

Date of Graduation : June, 16th 2008

Education :

2005 – 2008 : Professor Assistant for course
Agriculture Economic, Regional
Planning, Irrigation & Drainage,
Micro Economics.
2006 – 2008 : Instructor Tutoring in Bandung.
2011 – 2014 : Trainer Asian Agri L&D for
course Quality Control &
course CI/KAIZEN/LEAN.

Organization :

2003 – 2008 : HIMATAN (Himpunan
Mahasiswa Ilmu Tanah).
2003 – 2008 : KMPK – FP (Keluarga
Mahasiswa Protestan Katolik
Fakultas Pertanian).
2004 – 2004 : PMK (Persekutuan Mahasiswa
Kristen UNPAD).
2005 – 2005 : GMKI (Gerakan Mahasiswa
Kristen Indonesia)
2005 – 2008 : SOMBA (Solidaritas
Mahasiswa Batak).
2015 --- Now : Hutasoit se-Jabodetabek

My work pattern

>. By Product Assistant

Mind Set → Application no later than 2 days after for mill → Productive forces
Waste = Fertilizer → Transport fairly

Mind Set → Increase Output → Coaching in field
Cost Efficient → Labor Income rises → working tools ready

>. Quality Control Assistant

Mind Set → Don't Cut Unripe & Over Ripe Bunch → Productive forces
Zero Fruit Losses → Interpersonal & Supervise

Mind Set → No Fruit Left, No Bunch Left, No Field/Shelf Left → Check to work in field
Zero Field Losses → Give sanction & reward

>. Quality Control Coordinator

Mind Set → Check should fit on the field especially the high potential → Supervise & Evaluation
Zero Losses = Production Rises → Follow up Checks every day in field

Mind Set → Follow Up Report every day → Report in out on schedule
Report Update & Todate

>. Continuous Improvement Coordinator

Mind Set → Plan Do Check Action every detail work & productivity → Supervise, Evaluating, & Repeated in all jobs to all stakeholders
Long Time = Cost Rises

Mind Set → Output Rises → Productive force by directly giving example
Production Rises = CI → Income Rises

Mind Set → Follow Up Report every day → Report in out on schedule
Report Update & Todate

>. Senior Assistant Manager Division

Mind Set → Periodic and Routine work according to plan → Materials, Chemicals, Tools appropriate
Maintenance = Condition

Mind Set → Output harvester Rises → Good Road Conditions
Production = Yield → Income Rises → Zero Rest Bunch

>. Senior Assistant Manager Replanting

Mind Set → Two Way Communication → Supervise & Monitoring day to day operation
Planting = On Time

>. Operations Manager

Mind Set → Total Loans = 100 % Collection → Supervise & Identification day to day operation
Loan = Yield

Mind Set → Recruiting to details Attitude Ability, Willingness → Monitoring performance periodic
Manpower = Development

Mind Set → Developing Core Business & Plasma Business → Reinforcement Structure
Strategy = Opportunity



PLANT



C.I. MINDSET

=



YIELD / PRODUCTION

=



PROFIT / REVENUE

My career description

>. Asian Agri

Industry : Plantation

Started : April, 1st 2009

Areas : North Sumatera, Riau, Jambi

Finish : June, 2nd 2015

Position :

1. Pre – EAT/Trainee (April 2009 – June 2009).
2. Graduate – EAT/Trainee (July 2009 – November 2009).
3. Operations Department, PT. Inti Indosawit Subur – Pelalawan, Riau.

By Product Assistant (December 2009 – January 2010).

I Manage and be responsible evacuation of Palm Oil Mill Effluent that applied to the field as a substitute for Inorganic Fertilizer and as Organic materials. Mills waste applied in the field is Empty Fruit Bunch, Solid, and Flat Bed/Liquid Waste Pond. Applied to the total realization of 3,500 Ha (corresponding processing capacity of the plant) of the total areas of 5,500 Ha. Total Manpower I manage is 200 Employees and 10 Supervisors. The impact, Realization of Fertilizer Costs be reduced form Rp. 5,320,000/ha to Rp. 5,180,000/ha. Resulting in cost efficiency is Rp. 140,000/ha.

4. Quality Control Department, PT. Mitra Unggul Pusaka – Pelalawan, Riau.

Quality Control Assistant (February 2010 – March 2010).

I did a performance assessment based on work processes and the losses were found to be appropriate indicators index in SOP and KPI. I did vote in the scope of the Estate Group with an areas of 10,000 ha (3 Estate in 1 Group). Assessment is carried out every day for all work, especially harvesting and are reported daily to the Quality Control Coordinator as the presentation of data to be compiled for all operations.

5. Quality Control Department, Regional Office – Pekanbaru, Riau.

Coordinator Quality Control Dept (April 2010 – April 2013).

I do a periodic performance assessment conducted Quality Control (QC) Assistant in the valuation report operational performance in the field where a total of 12 QC Assistant in 3 Regional (North Sumatera, Riau, Jambi). Besides, I did a special assessment field performance in both the Estate Group and the Estate were found to have high sampling error deviation of the results of the examination QC Assistant, the field is not the maximum daily performance, and follow up the results of the visit to the field of Management. Create report daily, weekly, monthly, and yearly, to all levels of manager and above, as well as analysis reports that reported directly to QC Manager, Regional Head, and Head Plantation.

6. Continuous Improvement Department, Head Office – Medan, North Sumatera.

Coordinator Continuous Improvement Dept (May 2013 – February 2014).

I saw immediately the work process, find the useless (time, process, and losses), discussed and presented to all involved, and execute processes LEAN/KAIZEN according exposed. This process is repeated until there is found that sustained useless. The first project implemented (already complete) in 5 Estate Group for all jobs in the next year to be a role model for other Estates. Actually, the results were particularly significant reduction in the cost of 6 details the costs is Labor Cost, Material & Chemical Cost, Supervision Cost, Transportation Cost, Contract Cost, and General Cost (Generator, Housing, Water Treatment, Electricity Treatment, Indirect Cost, Etc). Hence increased productivity, mandatory, and must be cost efficient in detail. The Administration, my report directly to CI Manager, Head CI, and Managing Director, are followed up with CI visit results in the field and the actual impact on the cost.

My career description

7. Operations Department, PT. Dasa Anugerah Sejati – West Tanjung Jabung, Jambi.

Senior Assistant Manager Division (March 2014 – March 2015).

The focus of the work is to provide a working example, the target is reached with the value-added work, strengthen supervision and monitoring in the regulatory, and administrative complete, and updated reports as compass work. Actually, realization production 5.2 Ton CPO/ha (last year, 4.7 Ton CPO/ha) and realization operations cost Rp. 526/Kg (last year, Rp. 572/Kg). In addition, the realization of the condition on ground a significant to 1,024 ha light condition. It happens, because consistent rotation both physical and chemical treatment in accordance conditions in the field.

8. Operations Department, PT. Rantau Sinar Karsa – Central Labuhan Batu, North Sumatera Senior Assistant Manager Replanting (April 2015 – June 2015).

I manage 1,500 Ha performed rejuvenation planting back. From 1 April to 2 June, I have realized the work collapsed and chipping up before planting 340 Ha with an Output of 1.8 ha/day (9 December through March Output is only 0.9 Ha/day). Workforce have 25 employees and 10 supervisors (not coupled form the contractor). All the work administered and reported directly to the Head Plantation Services and Managing Director.

>. **Professional**

Indsutry : Professional

Areas : Jakarta

Position :

Started : June, 2nd 2015

Finish : Now

1. **Consultant Agriculture/Plantation.**

2. **Teacher of courses in BTA 8.**

3. **Data Entry in Commodity Exchange Company.**

4. **School Administration.**

>. **Dana Tirta Perkasa.**

Industry : Finance

Areas : Jakarta, Bogor, Tangerang City, South Tangerang

Position :

Started : August, 1st 2016

Finish : Now

1. **Operations Manager.**

Oversees four main operating divisions and one division that is supporting , Sales & Marketing, Surveyor/Credits, Collection, and Analyst/Aftermarket. Supporting divisions namely office as a supporting especially Finance, Administration, Legal, HR, & GA. All matters relating to the operations including strategic planning, budgeting, market analysis, monitoring and evaluation, and others primarily related to the development of the company both business segments, as well as the expansion of the coverage area. With my work principle is Profit = Maximum Results + Productivity Cost + Effective sustainability, since I entered in August 2016, there is a change. Before I entered the company's position until July 2016 is Operating Profits 110% from realization 2014, and Operating Costs 60% from realization 2014. Once I got in, the company's position until December 2016 is Operating Profits 424% (Aug-Dec 2016, 314%) from realization 2014, and operating Costs 87% (Aug-Dec 2016, 27%) from realization 2014.

My information

Training Information

Year	Duration	Trainer	Title of Training
2010	1 Week	Asian Agri - L&D	Quality Control
2011	1 Month	Asian Agri - Management	Continuous Improvement
2012	1 Week	BASF & Gramoxone	Limited us of Chemical
2012	1 Week	Asian Agri - R&D	Pest & Disease
2013	1 Week	Asian Agri - IT	PMS & Oracle
2013	1 Week	Asian Agri - Sustainability	ISO, RSPO, & ISPO
2014	1 Week	Asian Agri & RAPP	Safety, Health, & Environment

Personality Information

STRENGTH	CAREER GOALS	WEAKNESS
>. Lead by Example >. Team Work >. Result Oriented	"Companies continue to get better for me and my added value"	>. Controlling Anger

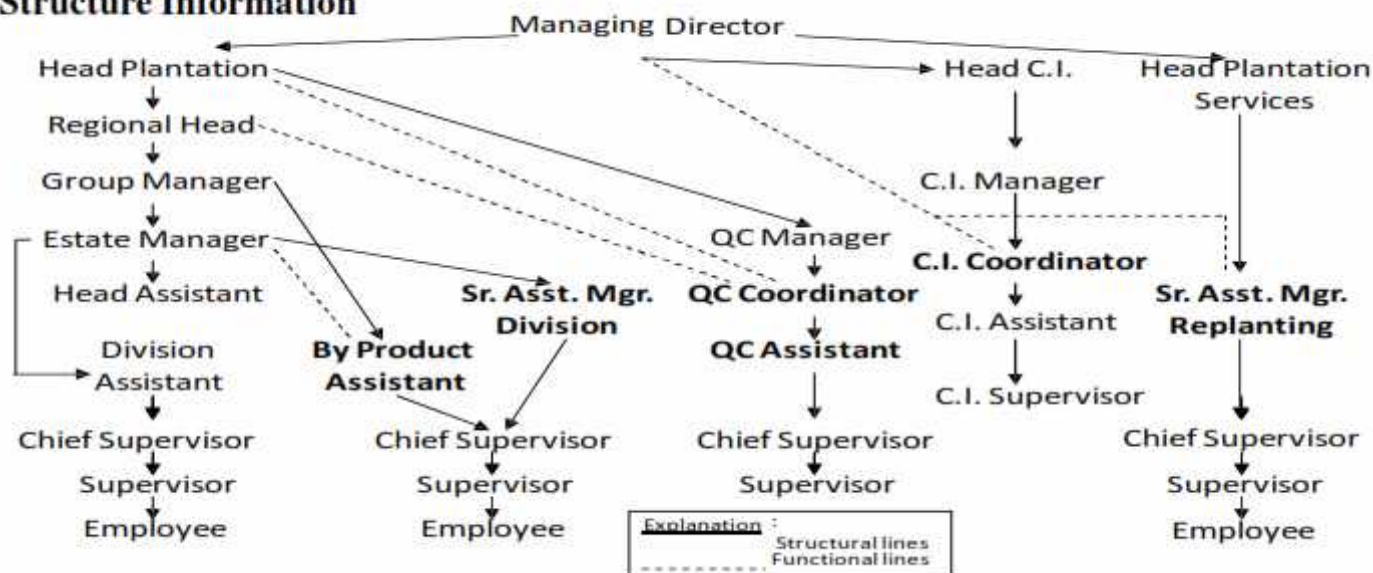
Achievement Information

Period of Year	Information
2010	The Best Performance with predicate "A"
2011	The Best Performance with predicate "A+"
2012	The Best Performance with predicate "A+"
2013	The Best Performance with predicate "B"

Ability Information

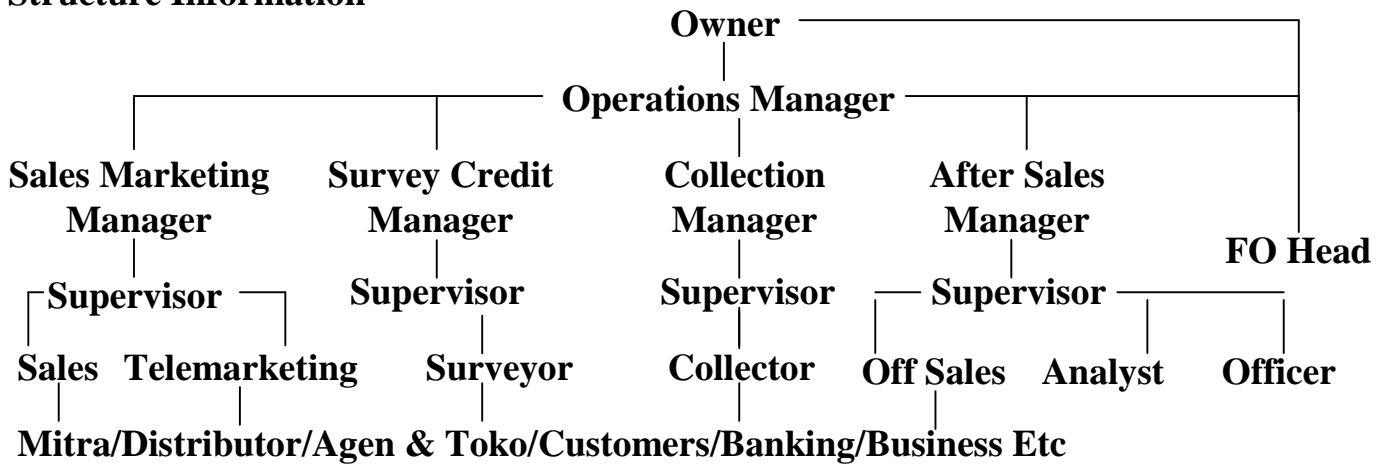
Skill/Ability	Expertise
Administration (General & Analyst)	Expert
Data Analyst (Productivity & Cost)	Expert
Budgeting (Annual, Monthly, Daily)	Expert
Computer (Microsoft Office, AutoCAD, GIS, SAP, ASAP, PMS/Plantation Management System, Oracle, Reporting)	Expert
Continuous Improvement/LEAN/KAIZEN	Expert
Risk & Planning Management	Expert
Cost Management	Expert
Organizing (Leader, Motivating, Development)	Expert
Two Ways - Interpersonal Communication	Expert
Best Management Practices (S.O.P.)	Expert
English Language	Standard
Malay Language	Standard

Structure Information



My information

Structure Information



My Attachments

A. Graduate University (Faculty of Agricultural, Padjadjaran University)



B. Staff ID Card (Asian Agri), Tax Card, Jamsostek Card, & ID Card.



C. Photo Staff in PT. DAS.



D. Repair owl cage with my supervisor.



E. As Sr. Asst. Mgr Replanting, Employment Collapsed & Chipping in PT Rantau Sinar Karsa.



F. Payslip May 2015.



G. As QC Coordinator, Inspection QC Assistant recap report made to the Management (P1 = 13 Estates, P2 = 11 Estates, P3 = 7 Estates).

CLASS / ACTION

[illegible]

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RDAP PEMERIKSAAN QUALITY CONTROL
PLANTATION II[illegible]

Total di Plantation 2 ada 10 Eukaliptus dengan Total 85 Akademy (Kecici) banyak Akademy 47% di banyak berproduksi setiap ada 5 Akademy

REXORD REAR DRUMS ARE CAPABLE OF WITHSTANDING
STANDARD TESTS

[illegible]

Total of 17 stations, 1 mile 1 Echoes downriver. Total 2.5 Mile Run/Thick. Another Station SE of house, long-lived says mile 1 Station

H. Transfer Letter



My Attachments

I. References Letter

<div data-bbox="111 1971 335 2128">ASIAN AGRI</div> <div data-bbox="351 1500 446 1803">Surat Keterangan No 063-HR-RO1/MEN/002/16</div> <div data-bbox="526 1836 566 2128">Yang bertanda tangan dibawah ini :</div> <div data-bbox="598 1411 726 2128"><table border="0"><tr><td>Nama :</td><td>Boetoe Ritonga</td></tr><tr><td>Jabatan :</td><td>Manager HRD</td></tr><tr><td>Alamat :</td><td>J. M.T Haryono No. A-1 Unipaza East Tower LG Medan</td></tr></table></div> <div data-bbox="750 1948 790 2128">Mengetahui bahwa,</div> <div data-bbox="821 1568 981 2128"><table border="0"><tr><td>Nama :</td><td>Borny Alhatic Pandapone Huseait</td></tr><tr><td>SAP D :</td><td>13010814</td></tr><tr><td>Jenis kelamin :</td><td>Laki - laki</td></tr><tr><td>Jabatan terakhir :</td><td>Asistant, Estate AA.</td></tr></table></div> <div data-bbox="1013 1198 1093 2128">Zera bahwa saya yang bersangkutan sebelumnya pernah bekerja di <u>Asian Agri - PT. Rantau Sinar Karsa</u> sejak 01 Juli 2009 sampai dengan 31 Mei 2015.</div> <div data-bbox="1117 1400 1165 2128">Demikian Surat Keterangan ini kami buat untuk digunakan sebagaimana mestinya.</div> <div data-bbox="1197 1915 1236 2128">Medan, 15 Februari 2016</div> <div data-bbox="1236 1926 1484 2128"> Boetoe Ritonga Manager HRD</div>	Nama :	Boetoe Ritonga	Jabatan :	Manager HRD	Alamat :	J. M.T Haryono No. A-1 Unipaza East Tower LG Medan	Nama :	Borny Alhatic Pandapone Huseait	SAP D :	13010814	Jenis kelamin :	Laki - laki	Jabatan terakhir :	Asistant, Estate AA.	<div data-bbox="135 996 375 1176">ASIAN AGRI</div> <div data-bbox="430 772 470 1108">Ref. No: 059/HRD/AA/REF/1/2015</div> <div data-bbox="550 873 590 1108">Private and Confidential</div> <div data-bbox="638 862 678 1108">To Whom It May Concern:</div> <div data-bbox="734 347 829 1075">We hereby confirm Borny Alhatic Pandapone Huseait (SAP ID: 13010814) was an employee of the Asian Agri groups from 01 July 2009 to 31 May 2015.</div> <div data-bbox="837 470 877 1041">The position he held prior to his departure from the company was:</div> <div data-bbox="885 616 1101 1041"><ul style="list-style-type: none">• Graduate Trainee, AA for 5 month(s)• Assistant, By Product, AA for 2 month(s)• Assistant, QC, AA for 3 year(s) 2 month(s)• Assistant, QCCL, AA for 11 month(s)• Assistant, Estate, AA for 1 year(s) 2 month(s).</div> <div data-bbox="1117 907 1476 1131"></div> <div data-bbox="1197 347 1348 683"><p>Company Stamp</p><p>PT. RANTAU SINAR KARSA M E D A N</p></div> <div data-bbox="135 246 327 515"><p>PT. RANTAU SINAR KARSA (Indonesian Estate Power) 6th Floor J. Lufillard, Hanger 1411 No. 1411 Medan 22023, Indonesia Telp. : + 62 01 41 8337 3478 (3 lines) + 62 01 41 8337 1513 (3 lines) Fax : + 62 01 41 8337 1513 (3 lines) Telefax : 31046334416</p></div>
Nama :	Boetoe Ritonga														
Jabatan :	Manager HRD														
Alamat :	J. M.T Haryono No. A-1 Unipaza East Tower LG Medan														
Nama :	Borny Alhatic Pandapone Huseait														
SAP D :	13010814														
Jenis kelamin :	Laki - laki														
Jabatan terakhir :	Asistant, Estate AA.														