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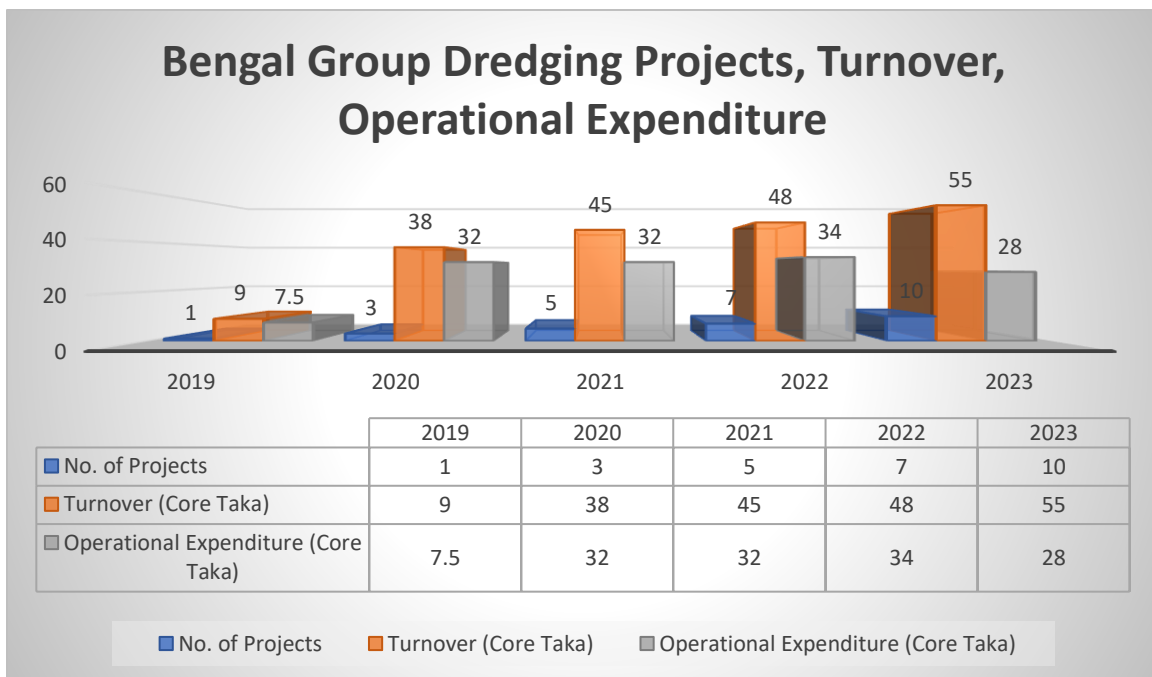
Business Advisor

PROFESSIONAL HISTORY

Bengal Group of Industries

1st September 2019 to Present

Bengal Group of Industries, encompassing Bengal Structure Development Limited, Bengal Electricity Generation Limited, and Bengal Construction Company, operates with a team of 350 employees. Engaged in infrastructure development, construction, dredging, embankment, power generation (including solar), and corporate social responsibility (CSR), the group achieves a notable business turnover of 30 million USD.



Position: Chief Operating Officer (Operations), 1st August 2023 to Present

Responsibilities

- Led strategic business forecasting and achieved objectives through advanced leadership, ensuring alignment with long-term organizational goals.
- Accountable for overseeing daily business and administrative operations, working to improve operating procedures for optimal efficiency and seamless functioning.
- Assessed and enhanced the efficiency of both internal and external operational processes, implementing improvements for streamlined workflows.
- Motivated and led staff to achieve sales and organizational objectives, fostering a collaborative and high-performance work environment.
- Managed the recruitment process, attracting top-tier candidates and implementing strategies to reduce employee turnover for a stable workforce.
- Mentored and inspired employees to align with the management's vision, fostering a shared sense of purpose and commitment.
- Established policies that not only improved operational efficiency but also promoted the overall vision and culture of the company, contributing to a positive workplace environment.
- Evaluated company performance and recommended strategies to improve results, ensuring continuous enhancement and adaptation to market dynamics.
- Collaborated with management and stakeholders to raise capital and executed various business-expanding strategies, contributing to sustainable growth.
- Played a key role in steering the company toward success by actively participating in decision-making processes and contributing to strategic initiatives.

Main results

- Secured a substantial \$10.5 million business within three months from BIWTA, Water Resource Development, and Bangladesh Army through effective portfolio management.
- Achieved a notable 10% reduction in operational costs compared to the previous year, enhancing overall cost efficiency.
- Successfully decreased business procurement costs by a significant 3%, contributing to improved financial performance compared to previous projects.
- Restructured the outstanding payment schedule, realizing a 10% increase over the previous payment structure, demonstrating adept financial management.

Position: General Manager-Business Development, 1st September 2019 to July 30, 2023

Responsibilities

- Ensured compliance with government regulatory matters through regular updates and meticulous adherence.

- Led the development of new Public-Private Partnerships (PPP), District Project Managers (DPM) and Delegated projects, collaborating with various government departments.
- Execution of dredging projects in conjunction with BIWTA and the Water Development Board, ensuring timely and efficient completion.
- Proactively developed and managed DPM projects and delegates in coordination with reputable organizations like Navy, BAF Welfare Trust and Sena Kalyan Sangstha.
- Led the strategic planning and flawless execution of 50 MW energy projects at ZPE Cumilla.
- Established and nurtured effective links with key ministries including Power, Energy, Shipping, Commerce, Planning, Ministry of Water Resources, Health, Industry and Finance, promoting strong partnerships for new and ongoing projects.
- Maintained open lines of communication with government regulatory bodies, ensuring timely updates and compliance with evolving regulations.
- Contributed to the formulation and implementation of business development strategies for the group, aligning initiatives with desired growth levels.
- Collaborated with multifunctional teams to identify and capitalize on business opportunities, promoting synergy between different projects.
- Demonstrated a commitment to excellence by continually evaluating and refining operational processes, contributing to the overall efficiency and success of business development initiatives.

Main results

- Achieved consecutive 20% annual business growth from key entities.
- Reduced operational costs by 10% compared to the previous year.
- Updated regulatory documents and implemented SOPs.
- Fostered positive relations with various government departments.
- Uncovered and rectified a significant corruption case, saving the company from major financial damage.

Case Study

Areas Managed: Nationwide

Products: Power Plant, Dredging, Construction

Problem: At the time of my joining the number of projects were very low. The company had only one dredger. It didn't win any power project from the Government.

How did I solve the issues?

As I have well connection with the Government offices, I started regular visit to the Government concern departments, specially BEPZA, BIWTA, Bangladesh Water Development Board, Ministry of Shipping, Ministry of Water Resources, etc. In this way I played my role for the company and achieved the following projects.

Key Achievements:

- **Power Plant Project:**
 - **2019:** Signed the first power purchase agreement with BEPZA for a 50 MW power plant at Comilla EPZ. The project, valued at 300 crore Taka, is under construction and expected to become operational by 2025.
- **Dredging Projects:**
 - **2019:** Expanded from 1 to 6 dredgers.
 - **2020:** Increased yearly turnover from 9 crore Taka to 38 crore Taka. Secured a 69 crore Taka dredging project with BIWTA, with a 5-year duration.
 - **2020 (6 months later):** Obtained another 5-year dredging project with BIWTA, valued at 63 crore Taka.
 - **2021:** Awarded a 1-year, 12.6 crore Taka dredging project from BIWTA. Achieved a turnover of 45 crore Taka.
 - **2022:** Secured an 8 crore Taka, 1-year dredging project and another 25.72 crore Taka, 1-year dredging project from BIWTA. Increased turnover to 48 crore Taka.
 - **2023:** Obtained a project from Khulna Shipyard for protective work along the Padma River, valued at 249 crore Taka, with a 1-year duration. Achieved a turnover of 55 crore Taka.
 - **2024:** Commenced dredging work for the old Brahmaputra River, valued at 80 crore Taka, with a 1-year duration. Initiated repair and maintenance of the boat workshop and slipway at the BCG base in Mongla, costing 5 crore Taka with an 8-month duration.

Problem: At the time of joining to Bengal Group, I found that, they don't have any expenditure/cost reduction policy and also didn't have any SOP to follow.

How did I solve the issues

After joining to Bengal Group, I took the following steps to start monitoring and reduction of the expenditure.

Expenditure Reduction:

- Implemented a comprehensive cost-reduction policy.
- Developed and enforced SOPs for each individual project.
- Set expenditure limits for all employees.
- Automated all expense management tools (Using Tally ERP)
- Established strict monitoring of every transaction.

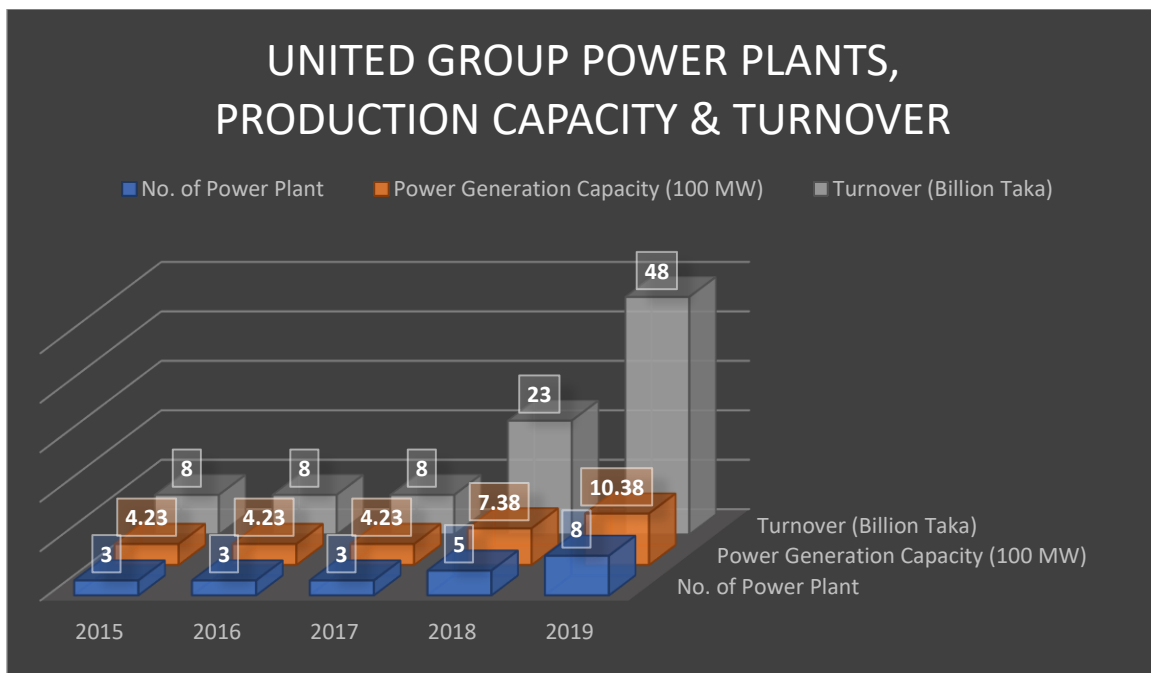
- Strengthened the pre-approval process, ensuring no expenditures occur without prior approval.
- Instituted a biannual audit process for all projects.
- Enhanced the transparency and clarity of the reporting system.
- Introduced employee awards for good governance practices.

United Enterprise & Company Limited

Location: Dhaka-Head Office but Responsibility countrywide

February 01, 2015, to August 31, 2019

United Enterprise & Company Limited | Power Division operates in the field of power generation and distribution. With a workforce of 320 employees, the company achieves a robust business turnover of 250 million USD.



Division: Power

Position: Business Coordinator

Responsibilities

- Realized regular updates and compliance with government regulatory bodies.
- Initiated and developed Public-Private Partnerships (PPP), Direct Procurement Method (DPM), and Delegated projects with various government departments.
- Established and maintained strong liaisons with multiple ministries, including Energy, Power, Labor, Land, Railway, Home, Industry, Law, LGRD, Planning, and Health, for both new and ongoing projects.

- Conducted consistent correspondence with high officials of key organizations such as Bangladesh Power Development Board, Bangladesh Energy Regulatory Commission, Dhaka Export Processing Zone, Palli Bidyut Somity-1, and Bangladesh Export Processing Zone Authority to address energy billing, IP collection, explore new projects, and monitor existing ones.
- Cultivated effective relationships with National Board of Revenue (NBR) officials, addressing Advance Income Tax, Value Added Tax, and Tax issues.
- Oversaw customs bond audits, resolving customs-related matters in Dhaka, Chittagong, and Mongla.
- Engaged with the Bangladesh Energy Regulatory Commission for the timely issuance and renewal of business licenses.
- Corresponded with various government offices, including Explosive, Roads and Highway, City Corporation, Fire Department, Petro Bangla, Titas, Power Grid Company of Bangladesh, National Load Dispatch Centre, Bakhrabad Gas Distribution Company Limited, Bangladesh Petroleum Corporation, Bangladesh Export Zone Authority, Chief Inspector of Factory, Dhaka Electric Supply Company Limited and Police Headquarters for licensing and related tasks.
- Prepared and issued Boiler Licenses, ensuring timely renewals.
- Established and maintained relations with the Chief Controller of Imports & Exports (CCI&E) for Import Permit (IP) acquisition, import permit amendments, industrial Import Registration Certificate, Export Registration Certificate, and No Objection Certificate for machinery and imported items.
- Managed document registration and amendments through Bangladesh Investment Development Authority, obtaining recommendations for raw material inclusion and NOC for factory expansion.
- Maintained positive relationships with officials from the Environment Department across multiple locations for NOC, Site Clearance, and Environment Clearance Certificate, ensuring timely submissions of Initial Environmental Examination, Environmental and Social Impact Assessment, Project Profile, and Environment Management Plan.

Main results

- Successfully spearheaded the development of three new power projects, totaling approximately 400 million USD within a span of two years (United Jamalpur Power Limited 100 MW Diesel Power Plant, United Mymensingh Power Limited 100 MW Diesel Power Plant, and United Anwara 300 MW Power Plant).
- Achieved a noteworthy reduction of approximately 2% in business procurement costs compared to the expenses of the previous projects.
- Successfully reduced business development costs by approximately 3% compared to the previous year.

Case Study

Problem: United Group Power Generation Division had only three projects when I promoted to Business Coordinator.

How did I increase Power Generation Business

I established a strong relationship with high-ranking government officials, including those from Bangladesh Power Development Board, Ministry of Power Energy and Mineral Resources, Bangladesh Energy Regulatory Commission, Bangladesh Rural Electrification Board, and Bangladesh Export Processing Zone Authority.

During my tenure the company won several Government power projects and its electricity supply 1,100 MW to the national grid. It boosted the annual turnover to 4,800 crore taka.

The company won the following power generation projects in my tenure:

- United Ashuganj Energy Ltd. (200 MW): Received government approval in 2013 and commenced commercial operations in 2015.
- United Mymensingh Power Ltd. (200 MW): Received government approval in 2018 and began commercial operations in 2018. This plant received the best power producer award in 2018.
- United Jamalpur Power Ltd. (115 MW): Received government approval in 2018 and started commercial operations in 2019.
- United Anwara Power Ltd. (300 MW): Received government approval in 2019 during his tenure.

Problem: I found that the company had no cost reduction policy, procurement policy and employees' performance evaluation system.

How did I solve the issues

I introduced the following steps in my tenure and got 12% reduction of procurement and operational cost.

- Implementing software in the procurement department.
- Introducing KPIs, which led to improved employee performance.
- Enhancing employee retention rates and overall performance.
- Conducting cost reduction training programs at each power plant

Novo Healthcare and Pharma Limited is a sister company of United Enterprise & Company Limited.

May 01, 2012, to January 31, 2015

Novo Healthcare and Pharma Limited is a pharmaceutical company with a focus on the research, development, and manufacturing of healthcare products. With a workforce of 320 employees, the company operates in the pharmaceutical sector and reports a yearly turnover of 3 million USD.

Position: Assistant Sales Manager, February 01, 2013, to January 31, 2015

Location: Dhaka (Responsible for 50% area of Bangladesh)

Responsibilities

- Monitored and trained the sales team to achieve and surpass performance targets.
- Generated comprehensive monthly and annual sales reports for growth analysis and identified areas for improvement.
- Ensured excellent customer service by exceeding customer expectations and maintaining professional interactions.
- Acted as an effective Sales Manager during emergencies or manager absences, ensuring seamless operations.
- Increased profitability through the development of pipelines using diverse marketing channels and sales strategies.
- Formulated strategic sales plans to boost sales, enhance customer loyalty, and increase market awareness.
- Forecasted product sales, achieving quarterly and annual sales objectives.
- Exceeded specific team goals and addressed issues, collaborating with upper management for continuous improvements.
- Managed Zonal Annual Operating Plan, Expense Management, Business Development, Talent Management, Team Leadership, Customer Engagement, Self-Development, and demonstrated commitment to colleagues and Novo Healthcare and Pharma Limited.

Main results

Major Outcome:

- ❖ Updated all the Regulatory documents and maintained that timely on a regular basis.
- ❖ Developed 3 new power projects value around 400 million USD within 2 years. (United Jamalpur Power Limited 100 MW Diesel Power Plant, United Mymensingh Power Limited 100 MW Diesel Power Plant & United Anwara 300 MW Power Plant)
- ❖ Significantly dropped Business procurement cost around 2% compared to previous project cost.
- ❖ Dropped Business Development cost around 3% from previous year.

Position: Regional Manager, May 01, 2012, to January 31, 2013

Location: Comilla/Bangladesh

Responsibilities

- Execute management strategies and policies while overseeing zonal administrative activities.
- Foster trust, respect, and integrity within the organization to cultivate a positive work culture.
- Evaluate the performance of sales forces and conduct appraisals to enhance team effectiveness.

- Prepare and efficiently implement the marketing budget to support strategic objectives.
- Plan and manage sales and marketing resources in alignment with established targets.
- Implement Sales Force Effectiveness (SFE) strategies across the entire zone.
- Drive the zone to achieve the status of the best-performing one in the country.
- Create comprehensive business plans and lead a team of sales professionals.
- Develop strategies, policies, and procedures to optimize the value of the entire function, aiming to create a world-class sales team.

Main results

- Successfully surpassed the yearly regional budget by an additional 4%.
- Implemented all Sales Force Effectiveness (SFE) activities in the region, surpassing national benchmarks.
- Achieved a remarkable 6% reduction in regional expenses compared to the previous year.
- Realized an impressive 18% growth in sales compared to the previous year.
- Secured a substantial 2% increase in prescription share, marking the highest achievement nationally.

Case Study: United Group (2013 – 2015)

Problem: I found the sales volume of pharmaceutical products in my region (Dhaka North, Sylhet, Comilla, Chittagong, Mymensingh, Rangpur) was only 1.20 core, didn't had branding concept for the medical promotion officers. and the prescription share was very low i.e only 0.5%.

How did I solve the issues:

I have conducted several seminars with qualified doctors and engaged my field sales team with doctors and pharmacies.

- **Sales Target:** First, I focused to setup an achievable sales target for each area, team, and medical promotion officers.
- **Brand Promotion:** I focused to established our brand. Thus, we started to promote our brand in various ways.
- **Scientific Engagements:** Organized 43 scientific seminars with qualified doctors in the designated sales areas.

- **Sales Force Strategy:** Effectively utilized the sales force to engage with doctors and pharmacies, driving growth and market penetration.

Achievements:

- **Sales Growth:** Increased sales to 2.95 crore Taka during the tenure.
- **Market Share Improvement:** Boosted the company's prescription share to 2%.

Expenditure Reduction

Problems: The company didn't have any SOP and incentive policy for achieving sales target.

How did I solve the issues

I introduced and implemented SOPs. As part of this initiative, I set daily targets for all Medical Promotion Officers (MPOs). When MPOs achieved their targets, they received incentives from the company. This approach effectively reduced daily operational costs.

Novartis (BD) Limited | Sandoz Division, Sylhet / Bangladesh

September 01, 2007, to January 31, 2012

Novartis Limited is a global pharmaceutical and healthcare company that operates on a mission to discover, develop, and provide innovative solutions for addressing the evolving needs of patients worldwide. With a commitment to advancing science and improving healthcare outcomes, Novartis Limited plays a pivotal role in the pharmaceutical industry, delivering a diverse range of products and services to enhance global health.

Position: Regional Manager

Responsibilities

- Develops comprehensive new business and distribution plans to drive regional growth.
- Implements monthly business strategies and management aspirations through effective coordination with the sales forces.
- Executes management strategies and policies with a high level of efficiency, ensuring seamless implementation at the regional level.
- Evaluates sales force performance and conducts appraisals to optimize team effectiveness.
- Nurtures and develops emerging leaders within the team, focusing on building a strong leadership pipeline for the future.

- Cultivates and maintains excellent relations with key opinion leaders to enhance marketing initiatives and strengthen market presence.
- Generates innovative ideas to foster regular business growth and stay ahead of market trends.
- Builds and reinforces trust, respect, and integrity within the organization, fostering a positive work culture.
- Ensures the regular training and development of new sales forces to enhance their skills and capabilities.

Main results:

- Successfully met and exceeded regional targets for three consecutive years.
- Maintained an impressive employee retention rate of over 95%.
- Attained the title of the highest regional achiever in the country.
- Demonstrated leadership by developing subordinates through regular coaching, resulting in the promotion of 3 Regional Managers and 6 Territory Managers from the team.
- Implemented cost-saving measures that led to a 5% reduction in regional costs.

Opsonin Pharma Limited.

April 01, 2004 to August 31, 2007

Opsonin Pharma Limited is a prominent pharmaceutical company engaged in the research, development, and manufacturing of pharmaceutical products. With a focus on delivering high-quality healthcare solutions, the company plays a vital role in the pharmaceutical industry, contributing to advancements in medical science and patient well-being.

Position: Field Manager (September 10, 2006, to August 31, 2007)

Location: Comilla/Bangladesh

Responsibilities

- Enforce organizational business and distribution policies through the sales force, ensuring alignment with overall company objectives.
- Analyze market share and competitors' positions on a product-by-product basis to inform strategic decision-making and identify growth opportunities.
- Support market audits and development initiatives to achieve company objectives, actively participating in the formulation and execution of effective marketing strategies.

- Execute administrative tasks for the sales force through effective monitoring, streamlining processes to enhance efficiency and productivity.
- Ensure efficient resource allocation and utilization among the sales forces, optimizing performance and output.
- Develop customized work plans on a territory-wise basis, tailoring strategies to the unique characteristics of each market.
- Retain skilled Field Force through regular counseling and motivation, fostering a high level of engagement and commitment.
- Cultivate a positive and supportive working environment within the team, promoting collaboration and a sense of shared purpose.
- Address employee problems promptly and ensure fair treatment for all, contributing to a harmonious and equitable workplace.
- Foster professional, productive, and result-driven qualities in team members, providing guidance and support for continuous improvement.
- Develop all associates to meet standard performance levels, investing in their growth and skill enhancement.

Main results

- Attained a remarkable 12% increase in sales growth compared to the previous year.
- Secured the highest prescription share as per the 4Ps report.
- Earned the title of best-selling brand in the country on a brand-wise basis.

Position: Medical Promotion Officer, April 01, 2004, to September 10, 2006

Location: Sylhet/Bangladesh.

Responsibilities

- Organizing conferences and events targeting doctors to promote medical products.
- Budget management responsibilities on a monthly basis.
- Achieving and, if possible, surpassing annual sales targets.
- Regular attendance at company meetings, technical data presentations, and briefings.
- Monitoring competitor activity and staying informed about competitors' products.
- Keeping abreast of new developments in The National Health Service (NHS) and adjusting strategies accordingly.
- Building and maintaining relationships with healthcare professionals.
- Providing product information and education to medical professionals.
- Conducting market research to identify trends and opportunities.
- Implementing strategies to enhance the company's market position.

Main results

- Attained consecutive sales success for two years, demonstrating the highest growth in the region.
- Elevated prescription shares by 11% in the premium zone of Bangladesh.
- Recognized and awarded for outstanding brand-specific achievements.

AWARDS AND PROFESSIONAL RECOGNITIONS

2012. New Excellence Regional Sales Manager Award. Novo Healthcare and Pharma Limited. For outstanding sales performance, sales growth, prescription share, portfolio wise achievement & people development.

2008. Regional Manager Award. Novartis Bangladesh. Extraordinary sales achievement, best market share in the country, people development & meet all the parameters based on KPIs.

2006. Best rising Field manager award. Oponin Pharma Limited. Best market growth in the country.

2005. Best Medical Information Officer. Oponin Pharma Limited. Award received for quality customer focus in 2005.

LICENSES

- PMI – Project Management Institute - ID 9850647.

CERTIFICATES

- Security Risk Management Professional-Regional (SRMP-R)-International NGO Safety & Security Association (INSSA)-2024
- Security Risk Management Professional-Country (SRMP-C)-International NGO Safety & Security Association (INSSA)-2024
- Security Risk Management Essential Certificate-Cornerstone OnDemand Foundation-2024
- The Credential of Leadership & Management - London School of Business Administration - 2024
- Core Humanitarian Essentials - Cornerstone OnDemand Foundation - 2024
- Project Management Essential Certificate – (Disasterready.org) Cornerstone on Demand Foundation – 2024
- Core Humanitarian Certification-Cornerstone OnDemand Foundation (Disasterready.org)-2024

- Change Management - London School of Business Administration - 2024
- Conflict Resolution - London School of Business Administration - 2024
- Communication Skills for Leaders - London School of Business Administration - 2024
- Decision Making and Problem Solving - London School of Business Administration - 2024
- Emotional Intelligence in Leadership - London School of Business Administration - 2024
- Team Building and Management - London School of Business Administration - 2024
- Leadership Fundamentals - London School of Business Administration - 2024
- Advanced Professional Certificate of Leadership & Management - London School of Business Administration - 2023
- Strategic Management - London School of Business Administration - 2023
- Introduction to Business Management - London School of Business Administration - 2023
- Business Law - London School of Business Administration - 2023
- Operations Management - London School of Business Administration - 2023
- An Introduction to Human Rights - Amnesty International - 2024
- Introduction to Monitoring and Evaluation - International Rescue Committee (IRC) - 2023
- Mastering Change Management Process and Models - Acacia University Professional Developments under FEDE - 2023
- Strategy and Operations - International Business Management Institute, Berlin, Germany - 2023
- Executive Diploma in Business Communication - Athena Global Education – 2023
- Certification of Registered Tenderer (RT)-Central Procurement Technical Unit-2023
- Refresher's Training - New Horizons – 2011
- Excellence in Managing People - Grow n Excel –2010
- Coaching for Excellence - Grow n Excel – 2010
- M1-leading at the Front-line Program - Novartis Bangladesh Limited - 2008
- Compass-Management Development Program - Novartis (BD) Limited – 2008
- Sandoz Dynamic Coaching - Novartis (BD) Limited – 2008
- Supervision in Action - Opsonin Pharma Limited – 2006
- Diploma in Computer Science & ICT - Institute of ICT - 2005

QUALIFICATIONS

- Business Consultant, with extensive professional experience of 20 years in Sales, Business Development, Regulatory Affairs, Business Strategy and Business Management in national and multinational companies in the country.
- His primary focus has been long-term business strategy, day-to-day business growth and business management administration. Adaptive business approaches are a core competency in your extensive career. He has consistently led new projects in Power, Construction and Dredging sectors in government and semi-government departments of Bangladesh.
- He won important awards for the highest regional business growth, Certificate of Excellence and a letter of appreciation for outstanding performance.
- Always focused on the essential areas of the business, he has achieved excellent results, both qualitative and quantitative. In his progressive professional career, he has always strived to be the best in the market compared to his competitors, which helped him reach his current position. He has always emphasized his influential leadership skills, conflict management techniques, ethical business communication and stakeholder management policy with hybrid approaches.
- Presents business vision focused on commercial results, highly developed people management skills – the ability to lead, manage and motivate by example. He is well-organized and responsive to deadlines and priorities, demonstrating problem-solving skills and effectiveness in working across matrices that span geographic regions and divisions.

PROFESSIONAL EXPERIENCE

Regulatory Affairs Management Area

- Proficient in understanding and navigating regulatory frameworks, ensuring compliance with relevant laws and standards.
- Experienced in preparing and submitting regulatory submissions, such as product registrations and approvals, to regulatory authorities.
- Strong knowledge of regulatory requirements in the industry, staying updated on changes and ensuring adherence in business practices.
- Skilled in developing and implementing regulatory strategies to support product development and commercialization.
- Capable of conducting regulatory assessments and risk analyses to ensure regulatory compliance and minimize potential issues.

- Effective in establishing and maintaining positive relationships with regulatory authorities, facilitating communication and cooperation.
- Experienced in providing regulatory guidance and training to cross-functional teams to ensure a clear understanding of compliance requirements.
- Proficient in managing regulatory documentation and records, maintaining accuracy and completeness for audit readiness.

Sales and Project Management Area

- Proficient in project management methodologies, tools and techniques for planning and executing successful projects.
- Proven experience in effectively guiding and supervising teams.
- Advanced knowledge in business management, covering strategic planning, resource allocation and organizational development.
- Strong communication skills, both verbal and written, facilitating effective interaction with team members, clients and stakeholders.
- Skilled in implementing and managing organizational changes, ensuring smooth transitions and positive results.
- Able to identify and resolve conflicts within teams or projects, promoting a collaborative and harmonious work environment.
- Proficient in making assertive decisions and solving complex problems efficiently to achieve project and organizational objectives.
- Expertise in optimizing daily operations, including resource management, workflow efficiency, and quality assurance.
- Well versed in strategic management principles, contributing to the development and execution of organizational strategies for long-term success.
- Experience building and managing high-performance teams, promoting collaboration and improving overall team effectiveness.

Management People Area

- Expertise in human resource management, encompassing talent acquisition, employee development, and performance management.
- Proficient in workforce planning, recruitment, and onboarding processes to ensure the organization has the right talent in place.
- Strong knowledge of employment laws and regulations, ensuring compliance in all HR practices.
- Skilled in designing and implementing employee development programs, including training initiatives and career progression plans.

- Effective in performance management, conducting evaluations, providing feedback, and implementing improvement plans when necessary.
- Competent in creating and fostering a positive organizational culture that promotes employee engagement and well-being.
- Proficient in conflict resolution and employee relations, addressing workplace issues and maintaining a healthy work environment.
- Skilled in strategic workforce planning, aligning HR strategies with overall business goals and objectives.

EDUCATIONAL BACKGROUND

- Master of Business Administration (MBA) in Global Governance from European Institute of Leadership and Management, Dublin, Ireland
- Master of Business Administration in HRM (Human Resource Management) - Southeast University – 2010.
- Bachelor of Arts in Political Science - National University – 2002.