

# RON PEREIRA, (PMP)®

## HUMAN RESOURCES

### CONTACT

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- Malaysia (Open to Relocation)

### SKILLS

- Total Compensation/Rewards Management
- Stakeholder Management
- HR Leadership Strategies
- Project Management
- HR Business Partnering
- Advance Level Microsoft 365 Suite
- Workday HRMS Power User

### EDUCATION

- Candidate for Masters in BA (MBA) from Edinburgh Business School - 2020 - 2023
- Degree in Laws (LLB, Hons.) from Oxford Brookes University - 2010 - 2013
- Project Management Professional (PMP)® by the Project Management Institute**
- Train the Trainer Certification (TTT), by HRDCorp**

## WORK EXPERIENCE

### Senior Manager, Global Compensation & Benefits - Plaza Premium Group

July 2022 - Present

- Manages *end-to-end Compensation* processes for Global workforce of over 4000 colleagues with full access from Entry to C-level colleagues
- Provides Internal Compensation approvals after creation of Rewards Dashboard with a priority of Total Rewards, Equity & Competitiveness
- Driving data analytics for Performance Management processes across 24 countries and 52 locations
- Empowering People Managers to make HR more accessible via training on HR for Non-HR Managers to make them the first point of contact
- Partnering with Global Finance Heads to audit total cost to company (CTC) in business balance sheet
- Engaging with external stakeholders to acquire, analyze market data and championing Total Rewards competitiveness
- Consulting on non-C&B matters as HRBP for HR in Retention, Change Management, Digitalization and Industrial Relations/Legal employee compliance
- Led the design, review, and improvement of global compensation and benefits programs, including salary structures, bonus plans, and employee benefits
- Managed the annual salary review and bonus process, ensuring that pay practices were competitive and fair
- Led the development and implementation of global mobility policies and program

### Head of HR - APAC - Airswift

March 2022 - July 2022

- Developed and implemented HR policies and procedures that aligned with local labor laws and regulations in multiple countries in the Asia Pacific region
- Led the recruitment and selection process for multiple business units, resulting in a diverse and highly skilled workforce
- Designed and delivered training programs that improved employee skills and productivity
- Managed employee relations, including handling performance evaluations, disciplinary actions, and grievance procedures
- Created and maintained employee records, ensuring compliance with local laws and regulations
- Assisted in the development of the annual HR budget and worked to control costs
- Collaborated with senior leadership to align HR strategies with business goals and objectives
- Led employee engagement initiatives to increase retention and satisfaction

### Regional HR Advisor/Business Partner, JLL - Intel Technologies Account

October 2019 - March 2022

- Served as a strategic HR partner to business leaders and employees at Intel for over 3 years, providing guidance and support on a wide range of HR issues including talent management, succession planning, employee relations, and performance management
- Collaborated with business leaders to understand their business strategies and workforce needs, and developed HR plans and programs to support them
- Acted as a consultant to business leaders, helping them to identify and address organizational and talent development opportunities
- Worked closely with HR functional teams to ensure the delivery of high-quality HR services and programs to employees
- Acted as an employee champion and change agent, working to drive a culture of continuous improvement and innovation
- Led and participated in various HR projects and initiatives, including the development of employee development programs, diversity and inclusion initiatives, and employee engagement surveys
- Maintained a deep understanding of local labor laws and regulations, and ensured compliance with all HR-related legal requirements
- Provided guidance and support to employees on a wide range of HR-related matters, including benefits, policies, and career development opportunities.

### Assistant Manager/Business Partner, JLL - Intel Technologies Account

January 2019 - October 2019

- Highly motivated and experienced Assistant Manager with a background in human resources
- Demonstrated a strong track record of successfully partnering with business leaders to drive HR initiatives and improve organizational performance
- Skilled in employee relations, talent management, payroll and policy development
- Fluent in English and Bahasa Malaysia with a deep understanding of local employment laws and cultural norms
- Sought a challenging HRBP role in Malaysia to leverage my skills and experience in supporting the growth and success of a dynamic organization

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### Human Resources Associate - Astro Group Services Sdn Bhd

October 2016 - December 2018

- Provided support to the HR team in various functions, including employee relations, talent management, and policy development
- Assisted with the onboarding and orientation of new hires, including completing necessary paperwork and providing support during the onboarding process
- Collaborated with managers to identify and address employee needs and concerns
- Maintained accurate and up-to-date employee records in the HR system
- Contributed to the development and implementation of HR policies and procedures

### Special Officer / Research Officer - Office of the Minister of Youth & Sports Malaysia

October 2015 - September 2016

- Led policy building and implementation for the Ministry of Youth & Sports
- Managed human resources for the Ministry, including recruiting and hiring staff, developing and implementing HR policies and procedures, and conducting performance evaluations
- Oversaw international stakeholder management, building and maintaining relationships with organizations such as USAID, SEA GAMES, and MYCORPS
- Coordinated and managed events and initiatives for the Ministry, including planning and organizing logistics and working with stakeholders and partners to ensure successful outcomes
- Designed proposals and speeches for the minister, including researching and writing content and coordinating with relevant stakeholders

### Learning & Development Specialist - MIDP Group

July 2013 - September 2014

- Designed and delivered training programs for employees in a variety of topics, including leadership development, customer service, and technical skills
- Organized and facilitated training sessions in over 12 countries across APAC and EMEA
- Conducted needs assessments to identify training gaps and developed customized training solutions to meet the needs of the organization
- Collaborated with subject matter experts and stakeholders to ensure the effectiveness and relevancy of training programs
- Maintained accurate records of training programs and evaluated the impact of training on employee performance
- Awarded Youth Leadership Award of 2014 by the Minister of Youth & Sports, Malaysia

### Additional Notes

As an experienced HR professional with a background in business partnering, HR projects, total rewards, and HR operations on a regional and global level, and as a PMP certified project management professional, I am confident that my skills and experience make me an ideal fit for this opportunity.

I have had the opportunity to work closely with business leaders to drive HR initiatives and improve organizational performance. I have also managed a range of HR projects, including the implementation of new total rewards programs and the streamlining of HR operations. These experiences, along with my PMP certification, have allowed me to develop strong problem-solving and communication skills, as well as a deep understanding of the importance of aligning HR strategies with business goals.

In addition to my HR experience, I am highly skilled in employee relations and talent management, and I am well-versed in local employment laws and cultural norms. I am fluent in English and Malay with additionally elementary levels of (French, Mandarin and Tamil), which has enabled me to effectively work with colleagues and stakeholders on a regional and global level.