

A highly motivated Compensation & Benefits professional with more than 13 years of experience across FMCG and telecommunications infrastructure companies based in Malaysia, Hong Kong and Sri Lanka. Strong record of delivering results across all facets of Total Rewards, as well as in HR Business Partnering and Employee Relations.

## **PROFESSIONAL EXPERIENCE**



Jan 2020 to current  
edotco Group Sdn Bhd

### **Senior Specialist, Rewards & Performance Management, Group HR**

Enhances talent attraction and retention through design and implementation of strategic and effective compensation and benefits program across the footprint countries (Malaysia, Myanmar, Bangladesh, Cambodia, Laos, Pakistan, Sri Lanka and the Philippines). Ensure compensation of Global Mobility Assignees are competitive and equitable using prescribed global tools. Manage and ensure that yearly Performance Management Process is adhered to by edotco across the Group, including NTCs (National Tower Companies in footprint countries).

Influences Board of Directors to agree and approve any new Rewards & Performance Management initiatives, the most recent being the cessation of Long-Term Incentive and implementation of half-yearly bonus, the change to company's scorecard (KPI) due to impact of Covid-19 and the implementation of the new Pre-IPO & LTI Grants.



Jan 2017 to Dec 2019  
Fonterra Brands Lanka Pvt Ltd

### **Rewards Manager**

Leads, designs and implements the Rewards & HR Operations strategy of Fonterra Brands Lanka, in compliance with Group guidelines, along with a team of 3. Ensures competitiveness within the local market through the deployment of compensation & benefits mechanics and policies while ensuring the efficiency and effectiveness of HR Operations.

Mobilises the total rewards strategy in India with the newly formed joint venture between Fonterra Brands Lanka and Future Group India since Aug 2018.

Jun 2012 – Dec 2016  
Fonterra Brands Malaysia Sdn Bhd

### **Senior Rewards & HR Consultant**

Leads the budgeting, salary benchmarking studies and salary planning process for HQ and two plants (Powder & Liquid) in Malaysia. Project leader for the implementation of Human Resource Information Systems. Member of the Sports Club within Fonterra. Selected to undergo many talent development programs i.e. 7 Habits of Highly Effective People by Stephen Covey, Ignition Program, Harrison Assessments Talent Solutions Certification. A member of the management's collective bargaining team for the union recognition.

Designated from Compensation and Benefits Manager to Rewards & HR Operations Consultant in Aug 2015 and promoted to Senior Rewards & HR Consultant in Feb 2016.



Jan 2008 – May 2012  
Colgate-Palmolive (Malaysia) Sdn Bhd

### **Senior Human Resource Executive**

Administers compensation and benefits programs in Malaysia, Singapore and Brunei. Leads salary benchmarking studies and salary planning process for the 3 subsidiaries. Selected to be part of 2 regional teams under the Global Initiative of "Shaping Our Future" project; Employee Data Management and Mobility module.

Seconded to Colgate-Palmolive Hong Kong (Division) between May 2010 to Oct 2010 to spearhead the "Open Disclosure Project" rollout.

Manages SAP master data, salary offers to new hires, payroll interface within subsidiary and administers Colgate's wide range of benefits which includes car loans, office loans, group insurance, dental claims, gym memberships, etc.



Apr 2007 – Dec 2007  
Sime Darby Rent A Car Sdn Bhd (Hertz International Licensee)

**Marketing Executive**

Assists the Senior Manager – Sales & Marketing in creating advertisements and handling promotions to attract and retain customers. Also assists in drawing up yearly marketing plan and to ensure plan goes according to schedule. Double hatting as a reservation assistant as well as IT trouble-shooter.



Mar 2004 – Mar 2007  
Santa Fe Relocation Services Sdn Bhd

**Relocation Supervisor**

Leads a team of 4 to manage the day-to-day operations of the Relocation Department which includes home and school search, orientation programs, settling in services as well as immigration procedures. The first contact person for all overseas relocation agents' requests. Handles more than 50 expatriates on a monthly basis, with approximately 500 expatriates under "active portfolio."



Jan 2003 – Dec 2003  
TMT Services Sdn Bhd

**Spare Parts Center Executive**

Main liaison with Sanyo (as a third-party provider) to purchase spare parts, serving customers who are in need of spare parts as well as distributing spare parts to other branches according to their orders. Maintains the general consistency and neatness of the spare parts department's storeroom, brands which includes Sanyo, Sharp, Philips, Astro and Diamond Distilled Water spare parts.



Aug 1999 – Nov 2001 (Part Time)  
APIIT Sdn Bhd

**Assistant Team Leader**

Maintains manual payroll for a team of 40 staff, ensuring smooth operations of the entire 6 computer labs and general supervision of technical assistants. Draws up minutes of meetings and ensuring uninterrupted operations of designated labs. Maintains designated computer labs, fixing faulty computers and having on-call duties in case of sudden faulty computers and projectors.

**PROFESSIONAL MEMBERSHIP**

Society For Human Resource Management – Senior Certified Professional (**SHRM-SCP**) since 22 May 2015

HR Certification Institute – Senior Professional In Human Resources – International (**SPHRI**) since 31 Mar 2015

**EDUCATION**

Mar 2011 – Mar 2013	: University Of Southern Queensland <b>Master Of Business Administration With A Specialisation In Strategic Human Resource Management (GPA 5.42 / 7)</b>
Jan 2002 – Dec 2002	: University Of Staffordshire, UK <b>B. Sc. (Hons) Degree In Computing (Internet Technology) (2<sup>nd</sup> Class Lower)</b>
Sept 2000 – Sept 2001	: APIIT (Asia Pacific Institute Of Information Technology) <b>Higher Diploma In Computer Systems (Pass)</b>
Jun 1999 – Jun 2000	: APIIT (Asia Pacific Institute Of Information Technology) <b>Diploma In Computing And Information Technology (Credit)</b>
1994 – 1998	: Sekolah Menengah Kelana Jaya <b>1998 – Form Five : SPM (Grade One)</b> <b>1996 – Form Three : PMR (5As)</b>

1988 – 1993 : Sekolah Rendah Kebangsaan Kelana Jaya  
**1993 – Standard Six (4As)**

**PERSONAL INFORMATION**

Date of Birth : 20 Dec 1981  
Marital Status : Married with 1 child  
Nationality/Race : Malaysian Chinese  
Language : Fluent in spoken and written English and Bahasa Melayu  
Also fluent in Cantonese  
: Beginner in Sinhalese