LINUS KHO

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Associate Director Solution Architect @ Marina Bay Sands
Winner of Best of Best Employee Awards - CEO Award 2016
Founding Member of Marina Bay Sands, Venetian Macao, Four
Season Macau

Executive Profile

Associate Director Solution Architect at Marina Bay Sands Information Technology Organization. Vertical leader of Back of House and Front of House. My role provides leadership in expertise areas of technology solution strategy, application architecture, software architecture, security architecture, data architecture alongside business analysis and project planning.

In 22 years experience across technology and business spectrum in a High Energy, Challenging and Ambiguous Environment.

Engage in strategic and tactical approaches in developing and strengthening IT role at local and global enterprise level;
- Recognized as a dominant business enabler in the IT space
- Skilled conduit between business fields and technologies
- Expert integrator in technologies, processes and data
- Experience in on-the-ground delivery
- Solution for people, process and product experiences
- Core member at Enterprise Architecture

Recognized as a leading business integrator and enabler in the IT space – heavily involved in the entire integrated resort IT ecosystem and business cross-functionals.

MAJOR GAMING & INTEGRATED RESORT PRE-OPENING
Pleased to have these great opportunities to achieve personal milestones in three (3) Gaming IRs on hand opening.
- **2010** - MARINA BAY SANDS
- **2008** - FOUR SEASONS MACAU
- **2007** - VENETIAN MACAO

Skill Highlights

Business Disciplines:
- Financial
- Budget & Forecast
- Payment & Bank
- Human Resources
- Payroll
- Talent Acquisition
- Training & Learning
- Procurement
- Supply Chain
- Warehouse
- Hotel & Housekeeping,
- Gaming
- Entertainment
- Marketing

Regulatory Disciplines:
- SOX
- PDPA/PII
- PCI
- CRA
- AUDIT

IT Methodology:
- Enterprise Architecture - Application, Integration, Security and Data
- Project Management & SDLC

Technologies Platforms:
- IBM iSeries
- Infor Infinium FIN & HR
- Microsoft Technologies Stack
- SAP/ABAP
- Content Management
- Database & Warehouse
- Business Intelligence & Analytics
- Identity & Access Management, Enterprise Application Integration
- SaaS and Web Technology
- Mobile SDK
- Node JS
- OutSystems Low-Code Development Platform
- Robotic Process Automation
- Blockchain Technology

Professional Experience

ASSOCIATE DIRECTOR SOLUTION ARCHITECT
January 2013 to Current
MARINA BAY SANDS

Core member of the Enterprise architecture team. Deliver vertical technology business solution architecture support and governance of global solution portfolio. Architect technology roadmap with conformance to organization technology direction, global or property procedures, and regulatory compliance & security policies.

Lead in global business system solution standardization initiatives. Achieved global solution standard to implementation for Identity & Access Management / Single Sign-On program. Established precedence in global standardization initiative.

Architecture lead for these projects:
- MBS BUSINESS SERVICES
- SIGNIFY ROOM CONTROL UNIT
- FRICTIONLESS GUEST EXPERIENCE
- OUTSYSTEMS LOW CODE DEVELOPMENT
- MICROSOFT OFFICE 365
- MAXIMO ENTERPRISE ASSET MANAGEMENT
- EVENT BUSINESS MANAGEMENT SOFTWARE (EBMS)
- KRONOS WORKFORCE MANAGEMENT SYSTEM
- VIRTUAL ROSTER
- PROSOFT PAYROLL
- INFOR INFINIUM FIN & HR
- CASINO SOCIAL SAFEGUARD SYSTEM (Singapore)
- SAP SUCCESSFACTORS HCM (US)
- APPTIO TBM (Global)
- SAILPOINT IAM (Global)
- SAP ARIBA P2P (Global)
- SAP CONCUR EXPENSE CLAIM (US)
- KRONOS WORKFORCE (Singapore)
- OKTA SSO (Global)
- GOCONCIERGE (Singapore)
- RESPAK RESTAURANT RESERVATION DATA INTEGRATION (Singapore)
- PAGEUP APPLICANT TRACKING SYSTEM (Singapore)
- FRONT DESK QUALITY ASSURANCE CAMERA (Singapore)
- ENTERTAINMENT PACKAGING PORTAL (Singapore)

APPLICATIONS MANAGER
August 2008 to December 2012
MARINA BAY SANDS

Pioneer and instrumental member for Singapore's Gaming & IR technology enabler team. Tasked-to and driven successful roadmap systems roll-out execution. Orchestrator to first team for application support of all business solution verticals.

Later was part of the strategic team of Finance driven operation technology requirements. Designed, developed, deployed and governance to business intelligence and data warehouse platform for Finance department or finance related functions.
Major Accomplishments:
- COGNOS FINANCE - Lead re-built and deployment of organization Financial reporting.
- COGNOS BUSINESS INTELLIGENCE - Established company wide standard analytics integrating data from SAP ECC, INFINIUM FINANCIAL, INFINIUM HR, HOTEL & HOUSEKEEPING LMS.
- COGNOS PLANNING - Principal for business budget and forecast exercise.
- End to end applications deployment of INFINIUM FINANCE, INFINIUM HUMAN RESOURCE, HIRING MANAGEMENT SYSTEM, VIRTUAL ROSTER, PROSOFT PAYROLL, DBS GIRO, TRAINING MANAGEMENT SYSTEM, GARMENT MANAGEMENT SYSTEM, MS SHAREPOINT CONTENT MANAGEMENT, SAP ECC AND SAP NETWEAVER PORTAL.

PROJECT MANAGER
July 2007 to July 2008
VENETIAN MACAO

Member of Venetian Macao and Four Seasons Macau pre-opening team. Played project lead in Back of House solution deployment.

End to end project deployment and operational support:
- INFINIUM - Financial Management System
- INFINIUM - Human Resources System
- MIZZISOFT - Time and Attendance (Roster) System
- MMS - Merchandise Management System
- GIMS - Garment Inventory Management System
- KINGDEE - Accounting System in Zhuhai China

Prior Engagement Summary

SAP TECHNICAL & FUNCTIONAL ENGINEER
2005 to 2007
SMRT, SINGAPORE

Provide lead, design and development of an internal team of 3 to fully implement and incorporate PM module for Taxi & Bus maintenance into existing SAP platform. My broad overall roles include:

- Analyze, design and mapping of business processes.
- Introduce and design interface technologies to legacy systems.
- Solution for real time and offline business connectivity.
- Design solution and blueprint on new customized applications.
- Conduct thorough testing of the affected transactions, interfaces and configuration errors
- Conduct thorough unit, integration and user acceptance testing per business process.
- Conduct end-user training and provide appropriate documentation for new functionality.
- Create authorization matrix, roles and assignment to user IDs.
- Work on technical design of customizations and enhancements.
- Involved in technical development, e.g. smartforms, dialog and BADIs.
- Develop an SAP batch program and LSMW program for data migration.
- Coordinate transportation between Dev, Qas and Production servers.
- Provide post Go-Live production support.

Major Accomplishments:
- SAP PLANT MAINTENANCE - Built and Implement Taxi & Bus PM module

SAP FUNCTIONAL ANALYST
2003 to 2005
HP ASIA, SINGAPORE

Undertake the role switch between project manager or techno functional SME. A member of regional project management to drive HP SAP Fusion System. At time managing project team size of 5 to 15 members. Provide expertise of techno functional skills for PP module. My roles include:

- Project scoping including the business requirements and processes.
- Studies current process logic and determines impact to current system by code reading.
- Configuration such as the Production Planning on the given requirements.
- Come up with BRD (Business Requirement Document) & CSS (Customer Software Specification).
- Monitoring development and initiating transportation of developments.
- Conduct thorough unit, integration and user acceptance testing per business process.
- Conduct thorough integration testing of EDI/ALE functions during order taking process
- Identify critical and non-critical issues and provide appropriate solutions or countermeasures.
- Conduct end-user training/support team skills transfer and provide its corresponding user-manuals, including the Exception Handling Training
- Conduct a comprehensive testing of roles and profiles
- Develop an SAP batch program or an LSMW program for data migration
- Prepare background jobs with variant.
- Provide regional after Go-Live production warranty support.

Major Accomplishments:
- PROJECT TURNKEY – Forecast feed to contract manufacturer
- PROJECT PLATYPUS – Outsource production product line
- PROJECT SOUTH AUSTRALIAN GOVERNMENT – Third party stocking
- PROJECT MOUNT FUJI – Interface of new incoming forecast feed
- PROJECT QTREND – Ability to adjust Demand Management on monthly cycle load

SAP ABAPER
2000 to 2003
1ST SILICON, MALAYSIA

1st Silicon, a new wafer fabrication plant start-up. Provide me with the opportunity in SAP technical role. Eventually rose to the ABAP technical development team to support development work on SAP modules: MM, SD, FICO, HR, QM & PM. Full Implementation cycle exposure from technical scoping to post implementation support.

- Defined and implemented the technical standards for documentation and systems development.
- Ensure members follow development standards and do code review.
- Conduct thorough unit testing and set up integrated testing.
- Generate documentation of all developments.
- Enhancement and modification to reports and programs.
- User exits/BADIs enhancement to SAP standard modules.
- Modify and develop BAPIs for interface with internet portal.
- Develop an SAP batch program or an LSMW program for data migration
- Initial SAP Workflow process for notification.
- Implement forms using SAPScript and Smartforms.
- Provide technical support for SAP OSS Notes.
- Addressed the project's technical issues.
- Plan and design ABAP solutions as required
- Formulated the project's technical work plan, assigned the specific tasks.
- Determining company specific business requirements and processes.
- Conduct thorough unit and integration testing per business process.
- Identify critical and non-critical issues and provide appropriate solutions or countermeasures.
- The ongoing support member for 1st Silicon's SAP technical team.
- Provide support for company production system.

Major Accomplishments:
- 1ST SILICON SAP OVERALL IMPLEMENTATION
- E-BUSINESS – Web interface to MM and SD (BAPI Development)
- OPERATIONAL DATA STORE (ODS) – Extract data from SAP and MES systems into an external database for consolidated reports.
- IN-HOUSE INVENTORY SYSTEM - STATIONERY & CLINIC
- DMS – Documents Management System

Educations

BACHELOR DEGREE, INFORMATION TECHNOLOGY & INFORMATION SERVICES (1999)
CURTIN UNIVERSITY OF TECHNOLOGY, WA, AUSTRALIA

Graduated with a Bachelor Degree, majoring in Information Technology and Information Services. Areas of studies include information analysis, information management, software design, expert systems, distributed systems, system development, economics, contract law.

NCC ADVANCE DIPLOMA, COMPUTER SCIENCE (1997)
INFORMATICS INSTITUTE, MALAYSIA

Graduated with NCC UK Diploma and Advance Diploma in Computer Studies.
Studies focused in application development, database design, database query, technical planning, system hardware, computer processor and business case analyses. Created working prototypes for web site projects and desktop applications.

Languages

Excel in multi cultural environments. Language proficiency in

- **English**
- **Mandarin**
- **Malay**
- **Hokkien**