



Jefreesyafrizal Ibrahim
Senior Manager, Group Human Resources
Worldwide Holdings Berhad

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Experience

22 years of total experience

Objective

Dedicated and results-driven Senior Human Resources Manager with over 22 years of experience in strategic HR management, talent acquisition, employee relations, and organizational development. Proven track record of driving HR initiatives to align with business objectives and enhance overall company performance. Seeking a challenging senior leadership role to leverage my skills in fostering a positive workplace culture and optimizing HR processes

Feb 2012 - Present
(12 years 5 months)

Senior Manager, Group Human Resources
Worldwide Holdings Berhad | Selangor, Malaysia

Industry	Property, Environment, Construction Management, Medical Devise, Energy (Power Plant, Solar, Hydro, IF/TX)
Specialization	Human Resources
Role	Organizational Development/Change Management
Position Level	Senior Manager
Monthly Salary	MYR 12,639.00 (Basic)
Allowances	MYR 1,550.00 (Travelling & Phone)

Job Description

1. Developing training and development activities for all sectors within the group of companies.
2. Strategic Recruitment exercise for the group of companies.
3. To monitor and maintain administration activities for the group company
4. To develop and organize staff engagement activities for the group company
5. To develop Strategic Talent Management.
6. To develop Strategic Succession Management
7. To ensure staff benefits will be taken care of based on Employee Value Proposition
8. To develop an Employee Engagement Survey (EES) using the SPSS System on the company productivity.
9. To implement Job Evaluation (JE) & Job Analysis (JA) for the group of companies based on Database Point (DP Point).
10. To ensure compliance with ISO 9001:2015 and ISO 14001:2004 requirements for division.
11. To monitor branding activities involving HR Awards participation yearly.
12. Team up with Corporate Planning to set up Company KPI and the division's development activity progression.
13. Involve in Company Restructuring and Shared Service Exercise
14. To administer Compensation & Benefit Portfolio
15. To prepare and develop Strategic Planning For Group Human Resources.
16. Develop new initiatives on HR Activities to ensure the level of engagement meets company standards.
17. Support the JV Partner on Human Resource Strategic Planning on the Power Plant & Waste To Energy (WtE) Project.
18. Involve in the Remuneration Expatriate Exercise

19. Lead Acquisition Process Company (3 Companies)
20. People Transformation
21. Reporting to CSSO and GCEO

AWARDS RECEIPTS

1. MIHRM Employer of Choice (Bronze) – 2014
2. Best Companies to Work For In Asia (Malaysian Chapter) 2015 – HR Asia
3. Excellent Employer Award 2021 (Central Region) - KWSP
4. Best Companies to Work For In Asia (Malaysian Chapter) 2022 – HR Asia
5. Digital Transformation Award 2022 – HR Asia
6. MIHRM Employer of Choice (Gold) – 2023
7. Digital Transformation Pioneer Award - 2023

Nov 2009 - Jan 2012
(2 years 3 months)

Senior Executive, Human Capital

Projek Lintasan Kota Holdings Sdn Bhd

Industry	Highway Industry
Specialization	Training & Development
Role	Training & Development
Position Level	Senior Executive
Monthly Salary	MYR 3,745

Job Description:

1. To develop a Training & Development Calendar
2. Training Budget Monitoring
3. Employee Satisfaction Survey using SPSS
4. Corporate In-House Trainer Implementation & Monitoring
5. To administer Monthly Magazine (News & Notes)
6. To administer Monthly Website Updates on training activity
7. Training Needs Analysis Development (yearly)
8. Monitor ISO 9001:2008 requirements on quality objective
9. DISC PPA Profiling Implementation

2008 - Nov 2009
(1 year 11 months)

HRD Consultant

Human Capital Dimensions Consulting Sdn Bhd

Industry	Human Resources Management / Consulting
Specialization	Training & Development
Role	Training & Development
Position Level	Senior Executive
Monthly Salary	MYR 3,500

Job Description:

1. Business Improvement Process
2. High-Performance Culture
3. Competency Gap Analysis
4. Performance Management System
5. Competency Profiling
6. Leadership Development Audit (LDA)
7. Customer Service Program

2007 - Apr 2008
(1 year 4 months)

Senior Executive, Human Resource & Administration
Saujana Consolidated Berhad

Industry	Travel / Tourism
Specialization	Human Resources
Role	Management
Position Level	Senior Executive
Monthly Salary	MYR 3,200

Job Description:

Working as a Senior Executive in human Resources & Administration. Areas of responsibility include coordination of training activities, developing & maintaining the Resource Centre, monitoring & maintaining compliance of Company Policies and procedures to Quality System Standards, formulation of training calendar, and conducting annual competency analysis to enable the company to develop focused competency-based training for 800 employees. Other job responsibilities include managing the administration department and interviewing, Hiring, and recruiting employees.

Jun 2006 - 2007
(7 months)

Penolong Pegawai Bank
Bank Simpanan National

Industry	Banking / Financial Services
Specialization	Training & Development
Role	Training & Development
Position Level	Senior Executive
Monthly Salary	MYR 2,525

Job Description:

1. Training Plan
2. Budget
3. Training Event Management
4. Development Competency Gap Analysis (CGA)
5. Measurement Of Training Effectiveness
(Post Training Evaluation Level 1 - ROI)
6. In-House Trainer - PMS & Induction Program
7. Developing Module - related to Job Function

Mar 2001 - Jun 2006
(5 years 4 months)

Administrator
Alam Flora Sdn Bhd

Industry	Human Resources Management / Consulting
Specialization	Training & Development
Position Level	Junior Executive
Monthly Salary	MYR 2,282

Job Description:

1. Training Event Management
2. Coordinate Training Plan
3. Budget Preparation
4. In-House Trainer
5. Record & Filling Management

Education

2006

University Technology MARA (UiTM)

Bachelor's Degree in Human Resource Management | Malaysia

Major	Human Resource
CGPA	3.14 / 4.0

2000

University Technology MARA (UiTM)

Diploma in Business Studies/Administration/Management | Malaysia

Major	Business Studies
CGPA	2.62 / 4.0

Skills

Advanced	Sage Program, Microsoft Office 2010 & SharePoint
Intermediate	Photoshop CS4, ABODE ILLUSTRATOR, SAP R3, Digital Photography, PeopleSoft System, Quick Staff, SPSS 16.0, PPA Thomas International

Languages

Proficiency level: 0 - Poor, 10 - Excellent

Language	Spoken	Written
Bahasa Malaysia	10	9
English	9	8
Arabic	3	2

Additional Info

Expected Salary	MYR 16,500.00 @ Based on Salary Range offer by the respective company
Preferred Work Location	Selangor, Kuala Lumpur, Putrajaya

Other Information

TRAINING ATTENDED

1. Integrated Performance Management System (I-PMS).
2. Business Improvement Program HRA Division.
3. Supervisory Development Program (SDP).
4. Awareness Of Environmental Management System 14001.
5. Microsoft Excel & Microsoft Word for Advanced.
6. Training Need Analysis Programme (TNA)
7. Environmental Internal Auditor Course (ISO 14001)
8. Enterprise Risk Management Workshop.
9. Trainer For IPMS
10. Measurement Of Effectiveness of Training
11. Train The Trainer - Hospitality Industry
12. ESQ 165
13. Strategy Planning Workshop
14. Finance for Non-Finance
15. Risk Management Workshop
16. WTA Conference
17. Strategic Planning Workshop
18. 1 Day Sails Challenge On Board S.T.S Puteri Mahsuri
19. Strategic Human Resource Program
20. Managers Development Program
22. Job For General Manager (JOGM)

EXTRACURRICULAR ACTIVITIES

1. Company
Secretary of Kelab Sukan & Rekreasi (KSR) (8 Years)
2. PKNS Group Of Companies
Advisory for PKNS Subsidiaries on Human Resource Procedures (SOP) & Policy
3. University Of Technology Mara (UiTM)

Position	Activity
Rugby	UiTM representative 2 years
Football	UiTM representative 2 years (Captain)
Cadet Bomba	Member 2 years
4. Sekolah Menengah Teknik Klang

Position	Activity
	Football School representative (2 years)
	Perfect Treasury (2 Years)
	Member PRS Club, PBSM, Computer Club

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About Me

Gender	Male
Age	45 years
Address	No. 47, Jalan Angsana 2/KS6, Bandar Botanic, 41200, Klang, Selangor, Malaysia
Nationality	Malaysia
Permanent Resident	Klang, Selangor, Malaysia