

# MOHD FARID BIN MOHD YUSOF

**STRATEGIC HR LEADER WITH PROVEN EXPERTISE IN TALENT MANAGEMENT, LEADERSHIP DEVELOPMENT, AND PROGRAM IMPLEMENTATION – ELEVATING ORGANIZATIONS THROUGH EFFECTIVE TALENT ENGAGEMENT AND ROBUST HR INITIATIVES**

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## SUMMARY

Dedicated and results-driven HR professional with a proven track record in **Talent Management, Leadership Development, and Talent Acquisition**. Adept at guiding business leaders on **human resources services, policies, and practices**. Demonstrated expertise in facilitating **talent initiatives to engage, develop, and retain top talents**. Proven success in implementing **new HR policies** and **streamlining recruitment processes**, resulting in improved **workforce productivity**. Seeking to leverage a rich background in developing and managing talent, its related policies and guidelines for strategic impact.

## EXPERIENCE

### Sr. Manager, Succession & Talent Management | Bursa Malaysia Berhad | Oct 2024 – Current

- **Succession & Management:** Facilitated Talent Council (TC) meetings, ensuring effective logistics management and accountability for documenting critical decisions. Evaluated talent coverage, encouraged cross-divisional thinking, and collaborated with Talent Acquisition (TA) and Learning & Development (L&D) for holistic employee development based on **70:20:10 principles**.
- Monitor **HIPO leaders' development plans** and **engage with top talent** for efficient development, providing **consultative services** as needed. Oversee talent management activities, including **Mission Critical Positions (MCP) identification** and **succession planning**.
- **Internal Talent Pool (ITP) Programme:** Lead **talent management processes** across the company, collaborating on **succession planning** and executing **talent identification** and assessment activities.
- Establish **talent profiles, individual development plans, and assessment results**. Drive talent development, **engagement**, and framework implementation, playing a key role in **program delivery and optimization**.

### HRBP, People & Culture | Sapura Energy Berhad | Dec 2022 – August 2024

- **HR Leadership:** Guide business leaders on human resources services, policies, and practices.
- **Program Facilitation:** Introduce and implement new programs to address field needs.
- **Manpower Planning:** Lead engagement with business stakeholders for resource planning.
- **Recruitment Oversight:** Monitor and collaborate on timely, quality hires within the division.
- **Policy Implementation:** Drive adaptation and compliance with new HR policies.
- **Employee Experience Enhancement:** Collaborate to enhance overall employee experience.
- **Performance Management Partnership:** Address staff performance issues in partnership with business leaders.
- **Talent Management Initiatives:** Spearheaded impactful talent management initiatives, driving leadership development programs and fostering talent engagement to optimize workforce productivity.
- **HR Trends Advisory:** Advice on HR trends, analysis of attrition rates, and proposal headcount streamlining initiatives.

### Key Achievements

- I. **Improved HR Policy Compliance:** Successfully implemented new HR policies, achieving a 95% compliance rate and fostering a more unified organizational culture.
- II. **Efficient Recruitment Processes:** Streamlined recruitment, reducing time-to-hire by 20% and enhancing the quality of hires. Resulted in a 15% increase in overall workforce productivity.

- III. **Boosted Employee Satisfaction and Performance:** Identified and addressed 80% of opportunities for improvement, leading to a 25% increase in employee satisfaction. Effectively managed performance issues, resulting in a 30% decrease and improved team productivity.

#### **Section Head, Talent & Succession Management | Agrobank Berhad | Feb 2020 – Jul 2020**

- **Talent & Succession Management:** Facilitated Talent Council (TC) meetings, ensuring effective logistics management and accountability for documenting critical decisions. Evaluated talent coverage, encouraged cross-divisional thinking, and collaborated with the Talent Acquisition Division (TAD) and Human Capital Development Center (HCDC) for holistic employee development based on **70:20:10 principles**.
- **Reporting and Analytics:** Administered Assessment Center (AC) tools, facilitated the Young Talent Program (YTP) and managed Agrobank's Scholarship Award with a focus on monitoring academic performance, scholarship disbursements, recovery processes, and internship placements.

##### **Key Achievements:**

- I. Successfully obtained BOD approval for the revised **Succession Management Framework** for full implementation.
- II. Secured BOD approval for the revised Talent Assessment Framework for **succession planning programs** and critical position recruitment.
- III. Enhanced the **Succession Planning Program** profile and database.

#### **Manager, Talent & Assessment | UMW Corporation Sdn Bhd | Jun 2015 – Jan 2020**

##### **Talent Management:**

- **Lead talent management processes** across the Group, collaborating on **succession planning** and executing **talent identification** and assessment activities.
- Monitor **HIPO leaders' development plans** and **engage with top talent** for efficient development, providing **consultative services** as needed. Oversee talent management activities, including **Mission Critical Positions (MCP) identification** and **succession planning**.
- Establish **talent profiles, individual development plans, and assessment results**. Drive talent development, **engagement**, and framework implementation, playing a key role in **program delivery and optimization**.

**Talent Acquisition - Vacant Position and Management Trainee:** Develop **talent acquisition strategies**, lead branding initiatives, and supervise recruitment processes. Organize **career fairs** and **assessment centres** for effective recruitment and positive candidate experiences.

**Job Evaluation - Promotion:** Coordinate **Job Evaluation sessions**, advise on procedures, and serve as secretary. Prepare pre-JE results and compile outcomes.

##### **Key Achievements:**

- I. Approved revised **Succession Management Framework**.
- II. Achieved 100% completion for **Talent Assessments** within deadlines.
- III. Secured approval for the revised **Management Training Program Assessment**.

#### **Human Resources Advisor | Petrofac Malaysia Limited | May 2013 – Jul 2015**

- **Malaysianisation:** Prepared documents for approval/appeal, recommending policies, monitoring compensation practices, and highlighting benefits.
- **Induction and Onboarding Online:** Organized 1st-day induction, monitored Onboarding Online execution, conducted Train The Trainer sessions, and achieved HR and organizational results.
- **HR Operations:** Updated HR dashboard, prepared staff letters, compiled data reports, and ensured confidentiality, and compliance with legal requirements.
- **Medical Benefit:** Managed yearly budget, coordinated benefits procedures, implemented programs, and maintained medical membership records.
- **Global Performance Management System (GPMS):** Conducted GPMS training, and achieved 100% submission of forms.

- **Personal & Career Development and Succession Planning:** Analysed performance, identified training needs, developed and updated Personal Development Plans (PDP), established assessment centres, and implemented succession plans.
- **Standard Operating Procedure (SOP):** Proposed SOPs, communicated approved ones.

#### **Key Achievements:**

- I. Successfully conducted GPMS training with 100% form submission.
- II. Completed **Onboarding Online** fields within the timeline.
- III. Introduced SOPs for Guarantee Letters, medical expense claims, and medical card requests. Implemented a tracker for SOP conformity.

### **Sr. Executive, HR | UMW Toyota Motor Sdn Bhd | Jun 2007 – May 2013**

#### **Performance Management & Development Systems (PMDS):**

- Reviewed and improved Motor Group's PMDS, developing manuals, dictionaries, presentations, and forms.
- Conducted briefings/training on PMDS and PPR, audited sessions, keyed in ratings via SAP, and prepared PMDS analysis.
- Consulted in the moderation process and created quick reference guidelines for staff.

#### **Personal & Career Development and Succession Planning:**

- Developed **Individual Training Roadmap** and **competency matrix framework** for Motor Group.
- Planned Job Rotation, Special Project Assignment, Intra Company Transferee, and Coaching.

#### **Organizational Development SOP:**

- Reviewed and updated SOPs, and communicated approved proposals.

#### **Job Evaluation:**

- Prepared yearly Job Evaluation schedules, coordinated sessions, and communicated the new PDQ form. Served as secretary and compiled results.

#### **Key Achievements:**

##### **PMDS:**

- I. Successfully launched PMDS forms.
- II. Conducted timely PMDS new form training.
- III. Introduced PMDS policy, guidelines, and dictionary.

#### **Personal & Career Development:**

- I. Developed a framework for Development and Succession Planning.
- II. Completed **competency matrix** for Motor Group's management.

**Job Evaluation:** Successfully conducted mass Job Evaluation for UMW.

### **Executive, HR | Pharmaniaga Manufacturing Berhad | Jun 2006 – Jun 2007**

- **Human Resource Information System (HRIS):** Oversaw RAMCO system defect work and conducted awareness training on eTMS, eLeave, and eClaims for staff.
- **Human Resource Planning, Recruitment, and Selection:** Coordinated yearly budget-aligned manpower planning in PNB, ensuring timely accommodation of sufficient manpower for all departments, and conducted orientation programs for new staff.
- **Safety & Health:** Coordinated the medical removal program, ensuring strict adherence to safety and health regulations, and prepared audit team schedules covering the entire PMB staff.
- **Others:** Oversaw PMB canteen and hostel cleanliness, coordinated PMB and Pharmaniaga Group events, and entertained PMB's visitors as required.

**Key Achievements:** Successfully closed Production Worker vacancies and reduced recruitment costs by appointing a subcontract company for staff supply.

## **EDUCATION**

Master Business Administration | Universiti Teknologi MARA (UiTM)

Bachelor Business Administration (Hons) Human Resource Management | Universiti Teknologi MARA (UiTM)

Diploma in Mechanical Engineering (Manufacturing) | Universiti Teknologi MARA (UiTM)