



Shazninah Shaharuddin
AVP, Talent Management
Bank Simpanan Nasional

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Experience

Possessing a diverse background in Human Resources and Corporate Development, I have gained extensive experience through various roles involving significant internal and external exposure. Adaptability and resilience characterize my professional approach, developed through working in fast-paced environments and engaging in strategic planning activities. I am inherently curious, always seeking to explore new opportunities and willing to challenge myself outside my comfort zone.

Feb 2023 – Present **AVP, Talent Management**
Bank Simpanan Nasional
Kuala Lumpur, Malaysia

Industry	Banking
Specialization	Human Resources
Role	Talent Management
Position Level	Assistant Vice President

Developed and implemented comprehensive talent management and succession plans, ensuring that high-potential talents are identified and prepared for key leadership and business-critical roles. Managed a structured and objective talent identification mechanism, ensuring a fair and transparent process that accurately identifies individuals with the greatest potential.

Collaborated with department heads to understand talent needs and align succession plans. Provided targeted development opportunities based on Individual Development Plans to ensure talent pool growth. Designed and developed talent capability programs, including tools, training, coaching, mentoring, and on-the-job training to enhance performance.

Developed strategies to engage and retain high-potential talents by fostering a supportive and challenging environment that encourages development and retention. Aligned talent management initiatives with the performance management process, ensuring high-potential talents are recognized and rewarded appropriately.

Provided regular reports to leadership on the status of succession plans, the development of high-potential talents, and the overall health of the talent pipeline. Worked closely with internal HR and recruitment teams to integrate talent management initiatives into the overall human resources strategy. Stayed informed about best practices in talent management and implemented improvements accordingly.

Jan 2022 – Feb 2023

Cloud Talent Manager

Techno Mech (M) Sdn Bhd (seconded to Tenaga Nasional Berhad)
Kuala Lumpur, Malaysia

Industry	Information Technology
Specialization	Human Resources
Role	Cloud Talent Management – Training Consultant / Change Management
Position Level	Manager

Work with TNB's Cloud Transformation Management Office in designing cloud-related training plan for the activation of TNB's cloud operating model. Involves identification of relevant personnel, conducting training-need-analysis, work with cloud principal and training provider in coming out with a training plan.

Engage with TNB's Cloud Transformation Management Office and TNB's HR in executing cloud training plan.

Extend training need analysis and training plan to other parts of TNB whom require cloud-related trainings.

Work with Operating Model team to ensure alignment of operating model i.e cloud functions, cloud processes, cloud roles so that right person receives the right training to perform their cloud works.

Work with Organisational Change Management team for awareness creation, and enhancement Cloud Talent's capability building, Coordinate Cloud Talent engagement activities by inviting external speakers i.e Microsoft and AWS for knowledge sharing session.

Undertake and involve in employer brand initiative such as planning, establishes and developing content creative ie. invitation poster, program visual development on the progress and update to ensure buy-in from Cloud Talent participation, Oversee management of vendor / consultants in talent initiative program such as Modern Service Management (MSM) Operational Roles and Task.

Oct 2019 – Sep 2021

Senior Executive HR Merger & Acquisition and Organization Analysis

Petroleum Nasional Berhad (PETRONAS)
Kuala Lumpur, Malaysia

Industry	Oil / Gas / Petroleum
Specialization	Human Resources
Role	HR M&A and Organizational Development
Position Level	Senior Executive

Plan and execute development and implementation of M&A activities, Secondment Agreement and Organization Analysis to support the delivery of HR solutions and strategies as well as operational efficiencies in meeting Downstream Business objectives

Organisation Diagnostic: Led and executed the implementation of organization structures for Downstream Corporate Office (DCO). Collaborated with Line Managers to review and analyze business cases, seek feedback, conduct benchmarking, and provide recommendations. Ensured comprehensive submission and alignment with Downstream business direction.

Job Analysis - Led the development of job management activities for Downstream Business. Facilitated PD Development workshops, sought feedback on PD content with Line Managers, and provided benchmarking on proposed job grading. Ensured effective and internally relative job grading implementation across Downstream.

Development of Strategic Proposal - Analyzed, evaluated, and developed proposals related to M&A, Secondment Agreements, and Organization Analysis. Provided insights, benchmarking, and recommended solutions to address gaps. Ensured alignment with Downstream HR Operating framework and business objectives.

HR Merger & Acquisition Activities - Planned and executed Due Diligence exercises for HR M&A activities. Collected and analyzed information, summarized findings, issues, and risks. Facilitated M&A meetings, provided benchmarking and advisory, and planned communication sessions. Ensured activities were guided within frameworks and guidelines for smooth and timely execution of M&A activities.

Advisory Role - Provide advisory on HR operational and implementation challenges in support to Downstream Business Talent strategies, procedures, guidelines, plan to safeguard PETRONAS reputation.

**Aug 2015 – Sept
2019**

Senior Executive Corporate Development

UMW Corporation Sdn Bhd
Kuala Lumpur, Malaysia

Industry	Manufacturing / Production
Specialization	Corporate Development
Role	Performance Monitoring / Corporate Financing
Position Level	Executive

Event Coordination and Execution: Coordinated and executed planned events, conferences, business review meetings, and other initiatives to support organizational goals and strategies. Prepared proposals and concept papers detailing event objectives, venues, dates, agendas, target participants, and estimated budgets.

Business Plan Conference: President & Group CEO to align new target goals, business opportunities, and overall group performance during the Business Plan Conference. Also facilitated private sessions for each Group company to review target profits, expense budgets, and new ventures with the President & Group CEO in the Business Plan Review.

Excellence Award: Organized an award ceremony evaluating individual companies within the Group based on financial and non-financial performance.

Growth and Development Initiatives: Identified new areas of growth for the business, including mergers and acquisitions and business development initiatives. Engaged with senior management, stakeholders, partners, investment bankers, tax advisers, reporting accountants, legal advisers, regulatory authorities, and analysts to identify potential partners and develop proposal papers for M&A and joint ventures.

Investment Monitoring and Evaluation: Monitored existing investments, evaluated critical investments, and developed rationalization/restructuring plans. Prepared project paper proposals for the conversion of advances to equity, capitalization of inter-company advances, and resolution via disposal, winding-up, or closing down of companies. Produced monthly monitoring reports for Senior Management and prepared department budget forecasts.

**Sep 2013 - Aug 2015
(2 years)**

Executive Organization and Development
UMW Corporation Sdn Bhd
Selangor, Malaysia

Industry	Manufacturing / Production
Specialization	Human Resources
Role	Organizational Development / Leadership Talent
Position Level	Junior Executive

Leadership Talent Review Process: Supported leadership development at all levels by executing the Leadership Talent Review process, focusing on identifying, assessing, and developing internal talents and successors across Leadership, Management, and Emerging Talents.

Identification & Assessment

- i. Enabled talent and successor identification through talent discussions with senior management, including the President & Group CEO, CFO, and Executive Directors.
- ii. Assisted in identifying developmental areas for talents by communicating with line managers and conducting Assessment Centres.
- iii. Strengthened the international workforce and built platforms for international mobility.
- iv. Introduced a talent discussion culture to increase visibility of talents among senior leadership, fostering cross-divisional visibility and mobility.

Developmental Intervention

- i. Monitored and tracked talent development and career progress.

- ii. Prepared management reports on talent progress at individual and division levels.
- iii. Organized and facilitated Division, Country, and Group Talent Reviews for developmental discussions.
- iv. Conducted quarterly engagement sessions with senior leadership, including UMW's Chairman and top management.
- v. Implemented targeted development plans with measurable outcomes to retain talent and ensured compliance with audit policies and risk management.

Education

2011-2013	Universiti Teknologi Mara (UiTM) Bachelor of Business Administration (Hons) Finance Malaysia
	Major Finance
	Grade Grade A/1st Class
	CGPA 3.72 / 4.00
2008-2011	Universiti Teknologi Mara (UiTM) Diploma in Investment Analysis Malaysia
	Major Investment Analysis
	CGPA 3.46 / 4.00
2005-2007	Secondary School Results Sijil Pelajaran Malaysia Penilaian Menengah Rendah
	SPM :- (2)1A'S, (2) 2A'S, (1) 3B, (4) 4B'S, (1) 5C
	PMR :- 6 A'S, 1 B, 1 C

Skills

Advanced	Microsoft Word, Microsoft Power Point
Intermediate	Microsoft Excel, IBM Cognos TM1, SAP

Languages

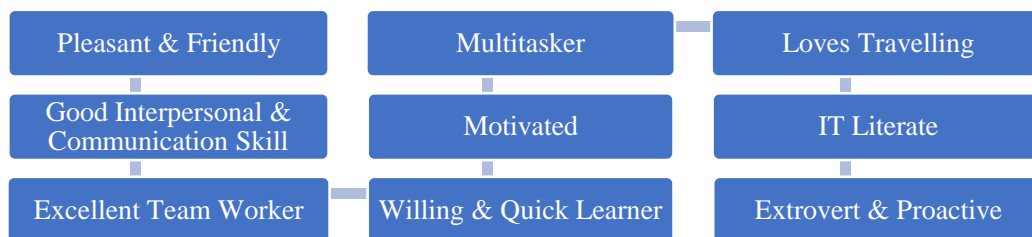
Proficiency level: 0 - Poor, 10 - Excellent

Language	Spoken	Written
Bahasa Malaysia (Primary)	9 9	
English	9 9	

About Me

Gender	Female
Age	34 years
Marital Status	Married
Kids	2 child
Address	No. 14, Jalan Hopea U15/28A, Elmina West 40170, Shah Alam, Selangor, Malaysia
Nationality	Malaysia
Preferred Work	Selangor, Kuala Lumpur
Own Transport	Yes, and Willing to Travel
Notice	3 months notice
Gender	Female

Personality



Character Reference

Name	Tava Manggai A/P Muthusamy
Position	Manager, Talent & Culture Management
Address	Bank Simpanan Nasional 117, Wisma BSN, Jalan Ampang 50450 Kuala Lumpur
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Name	Nizar bin Zaini
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