



No 20, Jalan Setia Villa 2,  
Liu Li Gardens, Setia Eco Glades,  
63000 Cyberjaya

Selangor Darul Ehsan

Email: Miskandar.Mhashim@gmail.com

Tel: 601-123889525(mobile)

# MEGAT ISKANDAR BIN MEGAT NOR HASHIM

---

## Personal Particulars

Date of Birth : 26<sup>th</sup> April 1988

Nationality : Malaysian

Gender : Male

Driven, progressive Team Leader with proven performances and exceptional abilities. Result oriented, focused and aggressive team player.

## Educational Background

### Bachelor of Computer Science – Security and Networking

University : Universiti Tenaga Nasional

Graduate Date: August 2014

## CAREER ACCOMPLISHMENT

- Achieved 95% of the compliance trainings for offshore crew – company requirement and client requirement for all rigs (Jack Ups and Hydraulic Workover Units)
- Achieved 100% manning requirement (client contractual requirement) - recruitment.
- Achieved top sales status for closing deals and created partnership with large commercial business accounts including major corporations, government bodies and institution in the highly competitive training and development industry.
- Build Learning & Development Division from the ground up and drive business through aggressive management initiatives resulting in increased revenue growth.
- Key network person in communicating with highly experienced personnel, trainers and key players across different industries throughout Malaysia.
- Develop sales and marketing plans for the organization and lead the entire team in constructing yearly marketing plan and product development.

## **WORK EXPERIENCE:**

### **PERUSAHAAN OTOMOBIL NASIONAL SDN BHD (PROTON)**

#### **SPECIAL OFFICER, HUMAN CAPITAL & ADMIN (DECEMBER 2023 – PRESENT)**

- Assisting VP Human Capital & Admin in developing and implementing strategic HR plans.
- Collaborated with stakeholders to gather data and provide strategic insights.
- Contributed to the creation and monitoring of PROTON Business Plan, HCA 10 Years Business Plan, and KPIs,
- Managed HR-related reports and projects,
- Coordinated project teams, ensuring effective communication and adherence to deadlines.
- Handled complex employee relation issues, ensuring compliance with policies and legal requirements,
- Supported talent management strategies, including recruitment, onboarding, and performance management,
- Conducted ad-hoc analysis for data-driven decision-making,
- Maintained confidentiality and integrity of sensitive employee information,
- Provided guidance on HR laws and best practices to mitigate risks.

### **MALAYSIA MARINE & HEAVY ENGINEERING SDN BHD (MMHE)**

#### **MANAGER LEADERSHIP AND SUCCESSION PLANNING (NOVEMBER 2022 – PRESENT)**

- Develop and implement a comprehensive succession planning strategy for the organization.
- Identify key roles and individuals critical to the organization's success and develop talent management plans for each.
- Work with HR to identify and develop high-potential employees and create career development paths for them).
- Develop and facilitate leadership development programs to ensure a pipeline of effective leaders for the organization.
- Evaluate the effectiveness of succession planning and leadership development programs and make recommendations for improvements.
- Partner with key stakeholders across the organization to ensure alignment and support for succession planning and leadership development efforts.
- Monitor and report on key succession planning metrics to track progress and identify areas for improvement.

### **VELESTO ENERGY BERHAD**

#### **ASSISTANT MANAGER HR OPERATIONS / HRBP (JANUARY 2019 – NOVEMBER 2022)**

- Handled HR Operations matters including Industrial Relations (IR)
- Supported the embedding of the business's strategies at various departments and levels
- Involved as focal person for HRD's inputs on bidding (ITB – HR Input) process for potential contract(s),
- Ensured sufficient information and following MSP to feed ERP implementation – HR input,
- Provided guidance and input on workforce planning, business unit restructures, talent management, and succession planning, ensuring that core HR processes are applied

appropriately and in a legally compliant manner.

- Managed the full offshore recruiting life cycle within assigned recruitments,
- Maintained an in-depth knowledge of the legal requirements, internal and external, related to the day-to-day management of employees within the business, reducing legal risks, guaranteeing regulatory compliance, and most importantly enabling employee satisfaction and retention.
- Ensured adequate qualified applicant flow to meet hiring goals – creating consistently a strong pipeline of high caliber offshore talent to meet the needs.
- Delivered positive service experience to the candidates/applications and Hiring Managers (Operations)
- Ensured offshore recruitment meets minimum contractual manpower requirements needs for each Naga (Jack Up Rig) and/ or Gait (Hydraulic Workover Unit),
- Networked with industry professionals and employment agencies who may know suitable candidates,

## **VELESTO ENERGY BERHAD**

### **SENIOR EXECUTIVES HR OPERATIONS - OFFSHORE CREW COMPETENCY (MARCH 2017 – JANUARY 2019)**

- Identified training and development needs for the offshore crew based on industry minimum standard through job analysis and consultations with technical manager and human resources department (refer OPITO, IADC, IWCF and etc.)
- Reviewed and improved the organization's training policies and procedures.
- Worked with Competency team to update and record the rigs compliance training matrix and rigs training planner.
- Monitored offshore crew compliance training matrix on daily basis, by rigs (7 jack-up rigs) to identify the validity for every certification (Well control, BOSIET, Petronas Medical, Confined Space Entry, Coxswain etc.)
- Planned out technical and safety trainings for offshore crew (CompEx, IWCF, Helicopter Landing Officer (HLO), Incident Investigation Tripod Beta)
- Introduced new training providers and working closely with training providers; building excellent relationships.
- Worked closely with the Supply Chain and Finance Department on PO issuance to ensure payment within the given time.
- Liaised with client directly and build relationship to ensure smooth operations.
- Managed and planned training course and ensuring the training cost to be within allocated budget and assessing the return on investment.
- Ensure that statutory training requirements are met within the set standards (NIOSH, IWCF, Helideck Certified Committee – HCC & etc.)
- Amended and revised training courses as necessary, to adapt to any changes in the industry.

## **ASTANA BIOTEK SDN BHD**

### **ASSISTANT PROJECT MANAGER – Part Time (NOVEMBER 2016 –MARCH 2017)**

- Work closely with the company directors to make sure that the scope and direction of each project is on schedule, as well as other departments for support.
- Coordinating internal resources and third parties/vendors (Felda Global Ventures Holdings) for smooth execution of projects, ensuring that all projects are delivered on-time, within scope and budget and ensuring resource availability for the refurbishment of Moakil Composite Factory, Labis Johor.
- Create and maintain comprehensive project documentation throughout the project period.

- Researching ministries and agencies to identify new leads and potential new markets in the palm oil industry and searching for potential assistance in attaining consultancy services and expertise, grant provided by the Government and business matchmaking.

## **MEGA ASIA CAPITAL SDN BHD**

### **MANAGER BUSINESS DEVELOPMENT (NOVEMBER 2015 –OCTOBER 2016)**

- Led Sales / Marketing Team and managing the overall operations of the Training Division
- Assumed overall responsibility for developing the annual marketing plan for the organization; for strategic market planning; market research; event activations, and control of the marketing budget.
- Achieved financial objectives by preparing an annual budget; scheduling expenditures for every event, developing and oversees budgets and schedules; identifies and resolves production problems; and selects and negotiates with vendors.
- Built business relationship and working together with trainers and industry players.
- Worked closely with event producer to define training materials and programs for future events.
- Key account manager in developing company's website and managing company's social media platforms.
- Oversee marketing content to increase engagement, traffic to website, SEO, and leads and sales.
- Trained and motivate new hires for operations to ensure optimal efficiency.
- Drive business through aggressive management to ensure positive ROI for each initiative planned

## **LIQUID LEARNING (MALAYSIA) SDN BHD**

### **EXECUTIVE INTERNATIONAL BUSINESS DEVELOPMENT (FEBRUARY 2015 – NOVEMBER 2015)**

- Taking on a new project every 6-8 weeks and worked on diverse range of events.
- Build knowledge of all business functions and industries.
- Develop positive relation with clients.
- Generate own leads and pitch to senior decision makers in corporate and government across the APAC region.

## **UPTREND NETWORK SDN BHD**

### **OMMERCE NETWORKER / SALES / MARKETING (JANUARY 2009 – NOVEMBER 2012)**

- Generate the company's sales, promoting company's best product and business plan.
- Identify target audience and generate leads from social media platform, referral and network leverage method as well bring up to the establishing multi-level network marketing.
- Develop positive relations with clients.

## REFERENCE

1. Noor Ashiah Yang  
Head, Human Resources  
VELESTO Energy Berhad  
Level 18, Blok 3A Plaza Sentral,  
Jalan Stesen 5  
50470 Kuala Lumpur  
Malaysia  
Tel: +6017-3804935  
Email: [ashiah.yang@velesto.com](mailto:ashiah.yang@velesto.com)
2. Nazrullizra Mahmud Zuhodi  
Head, HR Operations Support  
VELESTO Drilling Sdn Bhd  
Level 18, Blok 3A Plaza Sentral,  
Jalan Stesen 5  
50470 Kuala Lumpur  
Malaysia  
Tel: +6019-280 8530  
Email: [nazrullizra@velesto.com](mailto:nazrullizra@velesto.com)

[Open]