



## **Ricardo Ang Tsiaw Vun**

Nationality: Malaysian | Age: 52

Address: Block A-1-7 Taman E Residence, Telipok, 89200 Tuaran, Sabah

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## **Career Objective**

Driven and innovative HR leader with 26 years of multifaceted experience, including 21 years of transformative HR leadership. Passionate about continuous learning and eager to leverage my expertise to deliver impactful contributions and spearhead innovative solutions in a progressive organization.

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## **Career Highlights**

- **Quality System Management:** Achieved ISO 9002 recertification; led quality training and corrective solutions.
- **Operational Audits & HR Transition:** Conducted audits and transitioned to comprehensive HR management.
- **Engineering & International Collaboration:** Supported Malaysian Royal Navy and O&G sectors; collaborated with international teams.
- **Timber Industry Leadership:** Group HR & Admin Manager, managed complex challenges until company closure.
- **Retail & F&B Industry Innovation:** Led HR Operations and Admin at CCV Retail, later returning to the oil palm industry to make a substantial impact as Regional HR Manager.

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## **Key Achievements**

- **Implemented Submarine Competency Programs:** Successfully transferred critical submarine maintenance and service know-how from French experts to Malaysian employees.
- **Compensation & Benefits Leadership:** Contributed and executed benchmarking and revision exercises, optimizing compensation structures.

- **Insurance Cost Reduction:** Achieved RM73,000 in savings on general insurance premiums while maintaining coverage.
- **Training & Development Excellence:** Increased Total Training Mandays and fully utilized HRDF funds for employee upskilling.
- **Staff Retention & Recruitment Strategy:** Enhanced staff retention rates and expanded manpower through targeted recruitment and strategic C&B initiatives.
- **Healthcare Management:** Streamlined the estate hospital assistants' hierarchy, facilitated regular meetings for knowledge-sharing and reporting of healthcare status.

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## Core Competencies

Compensation & Benefits	Payroll Management	Recruitment Strategies
Training & Development	Industrial Relations/Employee Relations	Staff Discipline & Disciplinary Inquiries
HR Policies & Procedures	Performance Appraisal Systems	Employee Welfare & Motivation
Manpower & Succession Planning	Work Permit/Visa Management	Security Management
Health & Safety Compliance	ISO 9002 Standards	General Insurance Management

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## Technical Proficiency

- Microsoft Office Suite
- HR Information Systems (HRIS)

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## Language Proficiency

Language	Speaking	Writing	Reading
English	5	5	5
Malay	5	5	5
Mandarin	3	1	1

## Certifications

- Certified International Human Resource Manager (CIHRM) - American Certification Institute  
(renewal pending)

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## Professional Experience

### Regional HR Manager

*Kwantas Plantations Sdn Bhd*

*Oct 2023 – Present*

### Head of HR Operations and Administration

*CCV Retail Sdn Bhd & GoodChef Industries Sdn Bhd*

*Nov 2021 – Sept 2023*

*Reason for Leaving: Seeking work-life balance*

### Freelance Tutor

*Jan 2021 - Oct 2021*

### Group HR & Admin Manager

*Java Berhad (Keningau, Sabah)*

*Dec 2013 - Dec 2020*

*Reason for Leaving: Company financial issues*

### Regional Manager, Group Human Capital Management

*Boustead Heavy Industries Corporation (Kota Kinabalu, Sabah)*

*Jan 2012 - Dec 2013*

*Reason for Leaving: Career development*

### HR & Admin Manager

*Labuan Shipyard & Engineering Sdn Bhd*

*June 2010 - Dec 2011*

*Reason for Leaving: Job offer back to hometown*

**HR Manager**

*TSH Resources Berhad*

*June 2007 - June 2010*

*Reason for Leaving: Seeking exposure to other industries*

**Assistant HR Manager / Internal Auditor**

*Kwantas Plantations Sdn Bhd*

*Jan 2003 - May 2007 / Aug 2000 - Dec 2002*

*Reason for Leaving: Pursuing self and career development*

**Q.M.E cum P.A. to M.D**

*Rimaju Sdn Bhd*

*Feb 1999 - Jul 2000*

*Reason for Leaving: Seeking a more stable industry*

**Sales Executive**

*Excel Kinabalu Sdn Bhd*

*Aug 1998 - Jan 1999*

*Reason for Leaving: Career change*

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**References****Mr. Razeim Azfar Mohd Bashir**

Former Immediate Superior (Boustead)

Tel: 019-3987398

**Mr. Abdul Maleck**

Ex-Colleague and Peer (Boustead)

Tel: 016-2759075

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**Education**

Bachelor's Degree in Business Administration