

ADITYA RAMADHAN

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An Adaptive, Bachelor Psychology who has experience in the Talent Acquisition, especially Massive Hiring and in Human Resource fields such as Business Partner.

Gunadarma University

Education

Bachelor Psychology (2016-2020)

Pembangunan Negeri Veteran Jakarta University

Master of Management Human Resource (2022-2024)

Experience

Sicepat Ekspres

Human Capital Business Partner

January 2026 - Present

- Act as a strategic partner to business leaders by aligning human capital strategies with organizational goals, ensuring workforce planning supports operational growth and business performance.
- Lead and manage HR-related projects across business units, including workforce optimization, organizational restructuring, and talent management initiatives within defined timelines and project milestones.
- Collaborate closely with cross-functional stakeholders regional leaders to identify workforce challenges and deliver effective HR solutions.
- Drive continuous improvement initiatives in HR processes, including recruitment workflow, employee lifecycle management, and performance management systems to enhance operational efficiency.
- Provide strategic insights through workforce data analysis to support decision-making on manpower planning, productivity improvement, and organizational effectiveness.
- Facilitate problem-solving discussions with key stakeholders to address employee relations issues, operational bottlenecks, and organizational challenges.
- Develop and implement HR policies and programs that support business sustainability while maintaining compliance with labor regulations and company standards.
- Monitor project progress and HR initiatives through structured timelines, ensuring timely execution and measurable outcomes aligned with business priorities.
- Support change management initiatives by guiding leaders and teams through organizational transformation, ensuring smooth implementation and employee engagement.

PT Andiarta Muzizat (Ninja Xpress)

Talent Acquisition & Business Partner Assistant Manager

January 2025 - October 2025

- Lead national recruitment operations for various levels and departments, including replacement, growth, and project-based hiring.
- Manage and coach the TA team across regions to deliver timely and quality hires.
- Align recruitment plans with manpower planning, business priorities, and headcount targets.
- Monitor recruitment KPIs and SLAs, ensure process compliance and data accuracy.
- Act as HR point of contact for assigned departments or business units, providing consultation on workforce and people matters.
- Partner with leaders to support organizational changes, team effectiveness, and capability building.
- Support performance management, talent development, and succession planning initiatives.
- Identify HR-related risks and propose solutions aligned with business strategy.
- Facilitate feedback, engagement, and collaboration across departments and units.
- Ensure alignment between HR programs and business needs at regional and unit level.

Talent Acquisition Supervisor

September 2024 - January 2025

- Manage team end-to-end recruitment process: job posting, talent sourcing, screening, interviewing, and offer negotiation.
 - Spearheaded massive hiring recruitment initiatives, consistently meeting aggressive hiring targets across multiple regions and departments within tight timelines.
 - Successfully reduced average time-to-hire by 30% through workflow optimization and closer coordination with hiring managers.
 - Effectively conduct passive candidate sourcing via LinkedIn, using advanced search techniques and personalized engagement to attract top talent.
 - Developed strong talent pipelines through multi-channel sourcing (LinkedIn, Jobstreet, Kalibrr, referrals, and direct headhunting).
 - Maintained a candidate satisfaction rate of over 97%, enhancing candidate experience and employer brand reputation.
 - Built trusted relationships with hiring managers to align recruitment strategies with team needs and company objectives.
 - Supported rapid business expansion by fulfilling high-volume hiring targets during critical growth periods and new area launches.
- Leveraged data and recruitment metrics to refine hiring strategies and continuously improve quality of hire.

Talent Acquisition Executive

March 2022 - September 2024

- Handled high-volume recruitment for various operational and support roles, ensuring hiring targets were met on time, especially during peak seasons.
- Worked closely with hiring managers to understand job requirements and coordinate interview schedules efficiently.
- Used LinkedIn and job portals (e.g. Jobstreet, Kalibrr) to source candidates, including passive talent through direct outreach and personalized messages.
- Built and maintained a candidate database to support ongoing and future hiring needs across different regions.
- Ensured smooth and positive candidate experience through clear communication and timely feedback, contributing to high satisfaction rates.
- Supported recruitment efforts for business expansion, such as the opening of new warehouses or branches, by delivering candidates on schedule.
- Assisted in organizing job fairs, campus hiring, and online recruitment campaigns to attract a wide range of talent.
- Tracked and updated recruitment progress using internal tools and basic reporting to keep stakeholders informed.

PT Shopee International Indonesia (SPX)

Talent Acquisition

July 2021 - March 2022

- Conducting job analysis for the profile of several positions.
- Assessment Ops Firstmile/Middle Mile/Last Mile
- July 2021 - March 2021
- Sourcing and attracting Pipeline for Request Man Power Logistic Ops Massive Hiring For Campaign Planning
- Admission Data Base Dedicated Driver and Soc Jabodetabek Area Engagement Mitra Shopee Express Salary, BPJS And Contract

PT Rapid Rabbit Indonesia - HR Generalist

November 2020 - July 2021

- Creating content and recruit driver for operation and campaign P2P
- Sourcing and attracting candidates by using ads
- recruitment process ,special project & Massive Hirin