

CHRISTINE YEMIMA

Talent Acquisition | Organizational Development | People Development

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PROFESSIONAL SUMMARY

Strategic Human Capital professional with 7+ years of experience delivering integrated people solutions across Talent Acquisition, Talent Management, Organizational Development, and Performance Management. Experienced in leading large-scale recruitment initiatives, implementing HR transformation projects, strengthening succession planning, and developing talent strategies for organizations with complex operational environments. Recognized for building scalable HR processes, driving continuous improvement, and partnering with business leaders to develop high-performing teams that support sustainable business growth.

CORE COMPETENCIES

Talent Acquisition • Recruitment Strategy • Executive Recruitment • Campus Hiring & Management Trainee Program • Recruitment Operations • Talent Management • Succession Planning • Assessment Center • Performance Management • Organizational Development • Employee Mobility • Leadership Development • Psychological Assessment • Stakeholder Management

KEY ACHIEVEMENTS

- Built the workforce supporting the launch of Indonesia's first BioCoke production facility through an end-to-end greenfield recruitment project.
 - Successfully launched the company's first digital Performance Appraisal cycle for 5,000+ employees across Head Office and operational sites.
 - Established partnerships with 30+ leading universities and led nationwide campus hiring & Management Trainee programs.
 - Developed HR SOPs, recruitment dashboards, and process improvements across Recruitment and Talent Management functions.
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PROFESSIONAL EXPERIENCE

Talent Management – PT Agrinas Palma Nusantara (Persero)

December 2025 – Present

- Led five cross-company Talent Mobility programs across State-Owned Enterprises (SOEs), partnering with HR teams to conduct talent mapping and facilitate strategic employee assignments.
- Partnered with the IT team to enhance and launch the organization's first digital Performance Appraisal system, successfully supporting the annual performance review for 5,000+ employees across Head Office and operational sites.
- Developed and standardized four Talent Management Standard Operating Procedures (SOPs) covering talent management, promotions, rotations, and employee transfers for a newly established SOE.
- Managed organization-wide talent management initiatives, including talent reviews, succession planning, talent pipeline development, and employee career progression for 5,000+ employees.
- Partnered with business leaders to identify critical talent, strengthen leadership pipelines, and align talent development initiatives with business priorities.

Recruitment Section Head – PT Triputra Agro Persada Tbk

February 2025 – December 2025

- Led a team of recruiters in delivering end-to-end recruitment across Head Office, estates, mills, and new business units, supporting workforce planning from staff to senior management positions.
- Led the end-to-end recruitment project for the company's ATP Bio business, building the workforce to support the launch of Indonesia's first BioCoke production facility in partnership with a Japanese company.
- Developed and executed campus recruitment and Management Trainee programs by partnering with 30+ leading universities, strengthening the organization's early talent pipeline.
- Established an international internship partnership with Singapore Management University, leading the collaboration from agreement through recruitment and onboarding.
- Developed integrated recruitment dashboards, reporting tools, and recruitment SOPs to improve workforce visibility, recruitment governance, and hiring efficiency.
- Partnered with business leaders to develop recruitment strategies, ensure SLA achievement, and deliver talent solutions aligned with business growth and expansion.

Recruitment, People Development & Organizational Development Specialist – PT Palma Serasih Tbk

December 2021 – January 2025

- Managed end-to-end recruitment across Head Office, estates, mills, and supporting business units, partnering with hiring managers to deliver workforce plans and high-quality talent aligned with business needs.
- Led recruitment process improvements by digitizing the APM Assessment into a virtual platform and implementing standardized onboarding workflows across operational sites.
- Supported organizational development through workforce planning, organizational structure management, manpower plan revisions, and employee movement administration, including promotions, transfers, and assignments.
- Facilitated organization-wide Performance Management processes, including Mid-Year Reviews, KPI calibration, and Annual Performance Reviews in collaboration with business leaders and the Board of Directors.
- Supported Talent Management initiatives, including talent reviews, 9-Box Talent Mapping, succession planning, Individual Development Plans (IDPs), and promotion assessments with external assessment partners.
- Coordinated HR due diligence and employee transition during company asset divestment, ensuring compliant employee transfers and seamless workforce integration.

Recruiter – PT Darmex Agro Group

February 2019 – December 2021

- Managed end-to-end recruitment for Head Office functions while supporting recruitment administration across plantation operations, ensuring timely workforce fulfillment for corporate and operational roles.
- Conducted competency-based and STAR behavioral interviews, preparing comprehensive interview reports and hiring recommendations to support recruitment decisions by hiring managers and company directors.
- Administered, scored, and interpreted psychological assessments, including PAPI Kostick, DISC, EPPS, IST, Pauli, DAP, Baum, and Wartegg, to evaluate candidate suitability.
- Coordinated pre-employment administration and onboarding processes while partnering closely with Payroll and HR Administration teams to ensure a smooth employee onboarding experience.
- Managed expatriate visa and work permit administration during the COVID-19 pandemic, ensuring compliance with Indonesian immigration and employment regulations.

EDUCATION

Bachelor of Psychology (Industrial & Organizational Psychology)

Universitas Katolik Indonesia Atma Jaya Jakarta

ASSESSMENT & HR TOOLS

APM, Harrison Assessment, PAPI Kostick, DISC, Pauli, Kraepelin, IST, Baum Test, DAP, Wartegg, Behavioral Event Interview (BEI).