



VINZA PRISLIANI DEWANTI

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Bumi Alam Indah Blok A 7, Kodau, Bekasi.

I am a certified Industrial and Organizational Psychologist with over 6 years of experience in Human Resources across diverse corporate environments. Proficient in applying psychological assessment tools for employee selection, promotion, potential review, development, and counseling. Hold active SIPP and SSP licenses. Passionate about developing, motivating, and managing teams to achieve organizational goals effectively.

Work Experiences

PT. Pengembang Sistem Manajemen - Jakarta, Indonesia

Feb 2026 - Now

Talent Acquisition Manager

- Design and execute recruitment strategies based on Manpower Planning and business priorities.
- Manage the end-to-end recruitment and onboarding process in a structured, fast, and high-quality manner.
- Optimize various talent sources, including Job Marketplace (JobStreet and job seeker providers), social recruitment (LinkedIn, Instagram, and Facebook communities), and career websites.
- Manage campus hiring and career events.
- Build and maintain a sustainable talent pipeline and talent pool.
- Implement and optimize HR digitalization and integrated recruitment processes (ATS, workflow, and reporting).
- Collaborate closely with management and user departments to understand competency needs and role priorities.
- Maintain a professional, transparent, and high-quality candidate experience.
- Support organizational excellence, people growth, and business scaling initiatives.
- Manage development programs for management consultants by identifying skill gaps, creating development plans, coordinating learning interventions, and monitoring progress.
- Handle end-to-end recruitment projects for clients, including requirement gathering, sourcing, screening, assessment, reporting, and candidate recommendations.
- Manage scholarship programs, including applicant screening, administration, stakeholder coordination, documentation, and progress monitoring.
- Support personnel operations and HR administration, including employee records, employment documents, attendance and leave data, and other day-to-day HR requirements.

Freelance Psikolog - Jakarta, Indonesia

Oct 2025 - Jan 2026

HR (Recruitment, Assessment, Development)

- Conduct psychological assessments and prepare reports.
- Perform competency-based interviews and provide hiring recommendations.
- Act as assessor for assessment center activities (LGD, case, and role play).
- Provide basic counseling and psychological insights for HR.
- Support talent mapping and organizational surveys.
- Design and deliver soft-skills training.
- Assist employee development by identifying skill gaps and creating development plans.

PT. Global Media Visual (MOLA) - Jakarta, Indonesia

Jun 2020 - Oct 2025

Senior Recruitment, Assessment, & Development

- Led end-to-end recruitment processes, including sourcing, screening, interviewing, and onboarding to ensure timely and quality hiring across various functions and levels.
- Designed and implemented competency-based assessments for hiring, promotion, and development purposes using both internal and external tools.

- Developed recruitment strategies and talent pipelines through job portals, campus hiring, and professional networks (e.g., LinkedIn, job fairs, and headhunters).
- Coordinated and executed organizational development (OD) initiatives such as organizational structure redesign, job evaluation, culture alignment, and employee engagement programs.
- Conducted organization needs assessments and workforce planning in collaboration with user and top management.
- Implemented talent management and succession planning frameworks to strengthen leadership pipelines and ensure business continuity.
- Delivered analytical reports and strategic insights related to recruitment effectiveness, assessment outcomes, and OD project impact.

PT. Bumi Amartha Teknologi Mandiri - Jakarta, Indonesia

May 2019 - Jun 2020

Talent Acquisition

- Managed end-to-end recruitment processes across various departments, from job requisition to onboarding.
- Partnered with hiring managers to understand workforce needs, create job descriptions, and define selection criteria.
- Sourced and attracted qualified candidates through multiple channels, including job portals, social media (e.g., LinkedIn), employee referrals, and career fairs.
- Conducted CV screening and initial interviews, and coordinated interview scheduling with stakeholders.
- Maintained and updated the applicant tracking system (ATS) to ensure accurate candidate pipeline tracking.
- Coordinated pre-employment processes including psychological tests, background checks, and reference checks.
- Monitored recruitment KPIs such as time-to-fill, cost-per-hire, and quality of hire.
- Built and maintained a strong employer brand and candidate experience through consistent communication and engagement.

PT. Persada Inti Utama - Bekasi, Indonesia

Jul 2018 - Dec 2018

HR GA Staff

- Responsible for the end-to-end recruitment process for the company.
- Provided professional support in the general implementation of the company's human resources policies and programs.
- Assisted in timekeeping and monitoring employee attendance records for payroll preparation, attendance, and performance appraisal.

PT. SMART Tbk. - Jakarta, Indonesia

Nov 2017 - Mar 2018

Human Resources Business Partner (Intern)

- Updated employee database.
- Processed employee submissions.
- Sent letters to employees.

Education Level

Universitas Persada Indonesia YAI - Jakarta, Indonesia

Master's degree in Magister Profesi. IPK: 3,68.

Universitas Persada Indonesia YAI - Jakarta, Indonesia

Bachelor's degree. IPK: 3,44.

Skills, Achievements & Other Experience

- **Awareness Training ISO 27001:2022** (2023)
- **Assessment Center** (2021)
- **English Training** (2018)