

SHAFABILLA

Indonesia • 6281906266667 • shafa.sabilla26@gmail.com
www.linkedin.com/in/shafasabilla-0152a2143

PROFILE

Human resources professional with 7+ years of experience in learning and development, talent management, recruitment coordination, organization development and people analytics. Skilled in identifying people, managing trainer teams and translating data into practical HR interventions.

WORK EXPERIENCE

Sales Trainer, YesssCredit

April 2025 - Now

- Partner with Sales, Risk, and Operations stakeholders to identify capability gaps and design targeted training interventions for field teams.
- Manage sales training programs, including training evaluation, performance reporting, and post-training improvement follow-up.
- Analyze sales and risk performance data to provide people-development insights and support field execution improvement, including ALDI program implementation and monitoring.

Trainer Lead, eFishery

Jan 2023 - Dec 2024

- Led company-wide learning operations across multiple functions, covering TNA, program delivery, learning evaluation, reporting, and compliance monitoring.
- Managed and mentored trainer associates to maintain facilitation standards, improve delivery quality, and ensure consistent learning experience.
- Partnered with department leaders on training priorities, budgeting, scheduling, proposals, dashboards, and Kirkpatrick-based impact evaluation.

Sales Trainer, eFishery

Apr 2022 - Dec 2022

- Supported Sales Business Unit learning initiatives and supervised trainer associates to strengthen sales capability development.
- Conducted TNA, field observations, and coaching sessions to identify performance gaps and improve sales execution.
- Facilitated WOLA/OD activities to align role expectations, workload distribution, and business needs across the sales team.

Talent Information Analyst, PT. Surya Madistrindo

Oct 2019 - Apr 2022

- Analyzed talent data to provide insights for recruitment, retention, workforce planning, talent development, and business-aligned people strategy.
- Managed the internal Management Trainee program, including recruitment coordination, selection process support, development monitoring, and leadership pipeline readiness.

MT Human Resources & General Affair, PT. Surya Madistrindo

Oct 2018 - Sep 2019

- Completed rotations across Sales, Personnel Administration & General Affair, and People Development to build end-to-end business and HR function exposure.
- Supported recruitment administration, onboarding, training implementation, HR administration, evaluation, and people development reporting

EDUCATION

Master of Science in International Relations - 3.54

2020 - 2024

University of Indonesia

Bachelor of Economics - 3.69

2014 - 2018

Sebelas Maret University

ADDITIONAL INFORMATION

- **Technical Skills:** Excel, Google Data Studio (Looker Studio)
- **Certifications:** Targeted Selection Interviews, People Analytics, Measuring Return on Training Investment, Training of Trainers, Job Analysis, The Complete Guide to Mastering Payroll: Concept, Practice & Simulation