



YOGA PRIMA NOVRIZKY

PEOPLE MANAGER

CONTACT

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Kalibata, South Jakarta

SKILLS

- BEI Interview
- Boolean Search
- Negotiation
- Communication
- Leadership
- Effective Communication
- Critical Thinking

LANGUAGES

- English (Fluent)



PROFILE SUMMARY

Strategic People Manager with 9+ years of experience leading HR initiatives across diverse industries, including talent acquisition, organizational development, employee engagement, and workforce planning. Proven ability to align people strategies with business objectives, build scalable hiring processes, strengthen employer branding, and collaborate with senior stakeholders to drive business performance. Recognized for strong leadership, stakeholder management, and delivering practical HR solutions in dynamic environments.



WORK EXPERIENCE

PT Moladin Finance Indonesia

February 2026 - Present

Freelance Sales Recruiter (remote)

As a Freelance Recruiter, my responsibility is to recommend qualified candidates for the Account Officer position in Yogyakarta and Medan city.

Cross Border Talents

November 2025 - March 2026

International Recruiter (remote)

I was working remotely with HQ team in Lisbon to identify, assess, and recommend highly qualified multilingual professionals for their clients across Europe. I am assigned to recruit a native and fluent Dutch, Italian, Portuguese, and Spanish speaker.

PT Taman Safari Indonesia

August 2025 - November 2025

Freelance Hiring Partner (RPO)

Working closely with senior leadership to conduct targeted executive sourcing and recommend high-caliber leadership talents for all business units (Jakarta Barat, Bogor, Bali, Prigen, and Batang).

PT UjiEkarasa Nagari - UENA

December 2024 - February 2025

People Manager

Responsible for developing and executing people strategies that support business growth across the F&B operations. This role oversees end-to-end talent acquisition, employee relations, employer branding, and engagement initiatives to ensure a productive, compliant, and high-performing workforce across outlets, production, and corporate teams.

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PT Sinbad Karya Perdagangan

February 2022 - December 2024

Talent Acquisition & Business Partner Lead

- Led end-to-end recruitment for 10 branch offices, successfully filling over 200 positions less than a year across sales, warehouse, logistics, finance, and support functions
- Reduced recruitment costs through optimization of sourcing channels and increased use of employee referral programs.
- Served as HR Business Partner for branch managers and department heads across 10 locations
- Partnered with business leaders to align manpower planning with annual sales growth targets, enabling successful expansion into new territories.
- Standardized onboarding processes across all branches, reducing new-hire ramp-up time
- Improved employee engagement scores through implementation of employee listening programs and action plans
- Reduced employee turnover through targeted retention initiatives, career development programs, and enhanced employee engagement strategies

PT Alodokter Teknologi Indonesia

October 2021 - January 2022

Talent Acquisition & Culture Manager

- Successfully led end-to-end recruitment and onboarding for critical positions, including: Full-Stack Developers, iOS Developer, Android Developer, Head of Artificial Intelligence, and Head of Medical Community
- Partnered with hiring managers and leadership to define talent requirements and accelerate hiring for strategic functions
- Became a Project Manager of the MT Program and collaborated with Rakamin Academy
- Designed and implemented employee engagement programs that improved cross-functional collaboration and team connectivity

Passionfood - Mujigae

November 2019 - September 2021

Talent Acquisition and HR Services Manager

- Led end-to-end recruitment strategy for multi-site F&B operations, achieving manpower fulfillment while reducing time-to-hire
- Successfully negotiated with labor unions and government labor authorities, maintaining positive industrial relations and ensuring regulatory compliance.
- Managed employee disciplinary cases within manufacturing operations, mitigating legal risks and supporting consistent policy implementation
- Built the company's employer branding presence through social media campaigns
- Streamlined attendance, leave, and payroll-related HR administration processes, improving reporting accuracy and operational efficiency
- Designed employee engagement initiatives that strengthened workplace culture and improved retention across corporate and operational teams
- Oversaw General Affairs functions, vendor management, and workplace services, delivering operational improvements and cost efficiencies

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Humana International Indonesia

March 2019 - November 2019

Recruitment Consultant Lead

Led and developed a high-performing recruitment team through coaching, mentoring, and performance management, while driving continuous improvement, overseeing end-to-end recruitment delivery, ensuring exceptional client service, and collaborating with senior management to grow business opportunities and expand the client base.

Key achievements:

- **Finance & Accounting Manager - F&B Startup**
- **Chief Technology Officer - F&B Startup**
- **Solution Architect - F&B Startup**
- **VP of ICT Sales - Big Telecommunication company**
- **Android Developer - Software house**
- **Front-End Developer - Software house**
- **Magento Developer - Direct Selling company**

Talentvis Consulting Indonesia

June 2018 - March 2019

Recruitment Consultant

Managed end-to-end recruitment and business development activities by sourcing and placing qualified candidates, building strong client relationships, understanding hiring needs, and generating new business opportunities to expand the client base.

Key achievements:

- **Project Manager - Global IT company**
- **Branch Manager - FMCG company**
- **GM Food & Beverages - Cinema chain company**
- **Frontend Developer - Fintech company**
- **HR Manager - Global Freight Forwarding company**

Harmonik Dinamik Indonesia - HDI

April 2017 - May 2018

Recruitment Officer

Develop and execute talent acquisition strategies for tech and non-tech hiring; track recruitment performance using metrics; manage external recruiting partnerships; forecast workforce needs aligned with business growth; collaborate closely with hiring managers and stakeholders; and ensure a smooth, effective onboarding experience for new employees.

Key Achievements:

- **Reduced average recruitment cycle from 45 days to 30 days while maintaining quality-of-hire standards**
- **Successfully recruited 100+ employees annually with a 92% retention rate after the first year**
- **Managed end-to-end recruitment for technical, operational, and managerial roles across multiple locations**

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PERSOLKELLY Indonesia

August 2016 - April 2017

Recruitment Consultant - Japanese Desk

Managed end-to-end recruitment and business development activities by sourcing and placing qualified candidates, building strong client relationships, understanding hiring needs, and generating new business opportunities to expand the client base.

Prudential Life Assurance

May 2015 - July 2016

Senior Associate - Operation Support

Manage SFA Help Desk operations by handling daily inquiries and support requests, coordinating follow-ups with relevant departments, preparing contest reward-related requirements, and generating daily reports on help desk performance and statistics.

IBM Indonesia

January 2012 - January 2015

Account Receivable Staff

Manage accounts receivable operations by processing and recording daily financial transactions, preparing invoices and bank deposits, reconciling AR ledgers, resolving billing discrepancies, and ensuring timely payment collection through invoice reminders and client follow-ups.



EDUCATION

Trisakti University, West Jakarta

2006 - 2012

Bachelor of Human Resources Management