



JOSIAH URATAMA, S.M., M.M.

People, Learning, and Branding Development Professional

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ABOUT ME

Dynamic HR professional with **7+ years** of experience across hospitality, consulting, and corporate industries specializing in talent acquisition, organizational development, workforce planning, and people management. Experienced in leading recruitment initiatives, employee development programs, succession planning, and strategic HR projects aligned with business objectives. Strong ability to collaborate with stakeholders, improve organizational effectiveness, and build people-centered HR strategies support sustainable business growth.

CORE SKILLS

- Talent Acquisition
- Learning & Development
- Talent Management
- Org. Development
- Employer Branding
- People & Culture
- Social Media
- Project Management
- HR Consultant
- HRIS (Talenta)
- Canva / Capcut
- Musical Instrument

EDUCATION

Universitas Kristen Indonesia – Jakarta

- **Master** of Risk Management | GPA 3.76
- **Bachelor** of HR Management | GPA 3.49
- **Diploma** of English Literature | GPA 3.63

Start from 2014 as a Dual Degree until 2023 as a Master Degree with a scholarship.

CERTIFICATIONS

- 7 Habits of Highly Effective People
- Speaker of Glints Expert Class
- How to Design & Deliver Training Program
- TOEFL Scores : 437
- Talent Management Certification
- Certification Professional HC Management

PROFESSIONAL EXPERIENCE

Recruitment & Development Asst. Manager – Hotel Mulia Senayan

Dec 2025 – May 2026

Led end-to-end recruitment and employee development initiatives within a five-star hospitality environment, collaborating closely with department leaders to support workforce readiness and organizational growth. Managed talent acquisition, onboarding, training coordination, and employee engagement programs while also contributing to employer branding initiatives through creative content such as videos, flyers, radio voice projects, and culture-related campaigns. Successfully strengthened candidate experience and internal engagement through strategic and creative HR approaches.

Head of HR – PT Warna Emas Indonesia

Jan – Jul 2025

Managed overall HR functions including recruitment, employee development, manpower planning, and organizational initiatives to support business operations. Collaborated with management teams to improve workforce effectiveness, employee engagement, and people strategies aligned with company objectives. Successfully handled multi-functional HRBP responsibilities while strengthening organizational coordination and internal communication.

HR Consultant, Implementation Strategist – Dunamis Organization Services

Apr – Dec 2024

Supported HR transformation and leadership development projects by designing learning modules, facilitating training sessions, and implementing workforce initiatives aligned with organizational goals. Collaborated with stakeholders to improve employee contribution, organizational effectiveness, and leadership capabilities. Strengthened consulting and facilitation expertise through various strategic HR projects. Especially on 7 Habits of Highly Effective People, Leadership, Business Acumen, etc.

I am a people-centric person, with a creative mindset and public speaking enthusiast!

PROFESSIONAL EXPERIENCE

HC Analyst & Organization Services – PT Mandau Cipta Tenaga Nusantara

Sep 2023 – Mar 2024

Conducted workforce analysis and supported organizational development initiatives to improve manpower effectiveness, competency alignment, and employee engagement. Assisted in implementing competency-based HR policies, organizational culture programs, and workforce planning strategies. Contributed to organizational effectiveness through structured people and organizational analysis. Build a culture of AKHLAK and implementing the values across the multiple department on the organization.

Senior Staff Talent Management – PT Vision Ease Asia

Sep 2021 – Aug 2023

Managed talent management initiatives including succession planning, competency mapping, performance management, and employee development programs to support organizational growth. Conducted training needs analysis, workload analysis, and talent review processes using competency-based approaches and 9-box matrix frameworks. Successfully contributed to workforce readiness and employee capability development initiatives. Build up the training matrix and also maintain the employer branding with the social media approaching.

Recruitment & Training Supervisor – PT Shopcomm Indonesia

Sep 2020 – Aug 2021

Supervised recruitment and training activities including sourcing, interviewing, onboarding, and employee development initiatives to support operational workforce needs. Coordinated training programs and collaborated with operational teams to improve employee readiness and recruitment effectiveness. Successfully strengthened recruitment coordination and workforce development processes.

Recruitment Staff – PT Lion Air Group

Feb 2019 – Jul 2020

Supervised recruitment and training activities including sourcing, interviewing, onboarding, and employee development initiatives to support operational workforce needs. Coordinated training programs and collaborated with operational teams to improve employee readiness and recruitment effectiveness. Successfully strengthened recruitment coordination and workforce development processes.

FREELANCE JOB

HR Subject Matter Expert – Talenesia, Jobhun, and Glints Indonesia

Jul 2023 – Now

Delivered HR advisory, leadership workshops, and career development programs for students and young professionals through collaborations with various universities and communities. Facilitated sessions on CV building, interview preparation, self-leadership, and career planning while also providing one-on-one career consultations. Successfully engaged more than 100+ participants through practical and interactive learning approaches.

PORTFOLIO RECAP & SPEAKING EXPERIENCE

- HR & Leadership Workshop Facilitator
- Speaker at Glints Expert Class
- Career Preparation & Interview Training
- Employer Branding Content Projects
- Internal Engagement Campaign Development
- Training Module & Workshop Design

Please find my portfolio link below:

bit.ly/JO-PORTFOLIO

SOCIAL MEDIA PROFILE

 Josiah Uratama Sitompul

 @josiahuratamaa

 @josiahuratamaa

ACTIVE LANGUAGE

- Indonesian
- English

I am able to join immediately, gen-z person who has a growth mindset and adaptive to any challenges!