



Kristin Juniarti Simamora

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Jakarta Pusat

Learning and Talent Development professional with over 8 years of experience in Learning and Development, Talent Management, and Leadership Development. Experienced in managing large scale development programs, Officer Development Program (ODP), Talent Profiling, and Development Need Analysis (DNA) for more 200 promoted employee across multiple regions. Skilled in designing learning solutions and supporting leadership and talent development initiatives through strategic employee development programs



Education

Universitas Padjadjaran, Bandung, Jawa Barat | 2008 - 2012

Fakultas : Pertanian
Jurusan : Agribisnis
GPA : 3.37



Work History

PT Inovasi Dapur Indonesia

Head of Learning & Talent Development | September 2024 – January 2026

- Developed and managed the annual learning strategy including training calendar, development programs and learning activities for sales.
- Managed and implemented learning journeys, career development frameworks, and designed commission plan schemes to support advisor and leadership development.
- Conducted Training Needs Analysis, evaluated learning effectiveness, and recommended learning programs aligned with business objectives and needs.
- Managed e-learning platforms and advisor communication channels to support continuous learning for a community of more than 1,000 advisors.
- Collaborated and coordinated with Sales and Operations teams to design, develop, and implement sales incentive and earning programs based on sales performance data and business targets.
- Designed and implemented advisor engagement programs that improved participation in regular learning activities and community events.

Senior Training Executive | June 2023 – August 2024

- Organized and managed regular training schedules for the sales team.
- Designed, developed, and updated training materials based on sales team needs and business requirements.
- Designed and delivered training programs to enhance sales team knowledge and skills.
- Managed e-learning platforms, including training materials and career development documents.
- Evaluated training activities and effectiveness to support continuous improvement of learning programs.
- Collaborated with Branch Managers to deliver training programs and ensure effective implementation across branches.

Training Executive | July 2022 – May 2023

- Delivered training materials to sales team to improve product knowledge and selling capability.
- Developed, created & updated training materials including video tutorials, case study to support learning programs.
- Observe & evaluate sales team activities to identify development needs
- Managed & Updated internal communication channels to support engagement and information sharing.
- Created visual learning materials such as posters and presentations using Canva and PowerPoint, and translated training videos into Bahasa Indonesia using translation tools.
- Supported Head of Learning and Talent Development in preparing Monday meeting presentations, conducting sessions, and producing sales testimonial videos.



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PT Bina Artha Ventura
Talent Management Officer I May 2020 – July 2022

- Managed the end-to-end Officer Development Program (ODP), approximately 34 batches, including recruitment (when required), scheduling, budgeting, reporting, implementation, graduation, and participant placement.
- Conducted Development Needs Analysis (DNA) using a 360-degree assessment method for around 200 promoted employees, followed by alignment discussions with their respective managers to define development actions.
- Designed and maintained talent profiles for around 200 promoted employees to support career journey tracking and future promotion decisions.
- Conducted of talent pool assessment for promoted employees to support talent identification (when required).
- Designed and managed employee testimonial content in collaboration with Internal Communication team, published through Instagram and email blast channels.
- Coordinated and collaborated with the Learning and Development team to implement development program.

Learning & Development Trainer I July 2017 – April 2020

- Conducted induction training (including SOP business) for new employees in both Head Office and branch locations with participant sizes ranging from 3–5 employees at Head Office per sessions and 15–30 employees at branch per sessions.
- Facilitated soft skills training programs for Head Office and regional employees, delivering topics such as communication, proactive, and professional development to groups of 10–30 participants per session.
- Managed Officer Development Program, including implementation, training planning, scheduling, venue coordination, participant administration, and training budget estimation.
- Managed Learning Management System (LMS), including content uploads, online tests , user support, and learning platform socialization across the organization.
- Managed and implemented employee external training administration based on Individual Development Plans (IDP), refresher training programs, regional safety riding campaigns, led the digital learning transformation project during the pandemic.
- Designed, developed, and updated training materials and SOP for training implementation to align with business requirements and operational standards.
- Conducted Training Needs Analysis (TNA) and regional turnover surveys to identify the root causes of high employee turnover, providing input for management review and designing training modules to support employee development strategies.

PT Bank Panin Tbk
Customer Service Officer I October 2014 – July 2017

- Handled customer transactions, including account openings, closings, and withdrawals.
- Promoted and sold banking products, including credit cards and bancassurance.
- Performed regular operational administration, including customer data maintenance and inventory checks.
- Provided suggestions and solutions to customers based on their needs and problems.

 Activity

Linkupcareer.id
Mentor ProBono I November 2025 – April 2026

- Assisting in preparing, guiding, and equipping mentees to effectively build their personal branding for entering the professional workforce.
- Guiding mentees in identifying their personal strengths, interests, and career paths.

 Training

- 2018 Training Need Analysis as a Participant
- 2019 Learning Inclusivity and Technology as a Participant

 Language

- Bahasa : Native
- English : Intermediate

 Skills

Learning & Development | Training Needs Analysis (TNA) | Learning Program Management | Learning Content Development | Learning Management System (LMS) | Training Facilitation | Stakeholder Management | Training Coordination | Learning Administration | Communication | Leadership | Problem Solving | Microsoft Office | Canva