

NICHLAUS HIZKIA ALBRIGHT LEWERISSA

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 :Nichlaus Hizkia Albright L.

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HC BUSINESS PARTNER | PEOPLE BUSINESS PARTNER | STRATEGIC HR

PERSONAL STATEMENT

As a HC Business Partner with 5+ years of experience partnering with business leaders to align people strategies with organizational goals across financial services and retail industries. Experienced in workforce planning, talent acquisition, performance management, employee engagement, organizational transformation, and post-merger integration. Proven track record in reducing employee turnover, improving recruitment efficiency, driving employee engagement initiatives, and leading cross-functional HR projects that enhance business performance. Strong capability in building trusted stakeholder relationships and delivering strategic Human Capital solutions that support sustainable organizational growth.

STRENGTHS AND EXPERTISE

- HC Business Partnering
- Talent Acquisition
- Talent Management
- Performance Management
- Employee Engagement
- Organization Development
- Succession Planning
- Leadership Development
- Employee Branding

PROFESSIONAL EXPERIENCE

PT Adira Dinamika Multifinance Tbk.

October 2025 - Present

GA Compliance & Development

Assigned to support post-merger integration initiatives between PT Mandala Multifinance Tbk. and PT Adira Dinamika Multifinance Tbk. by leading General Affairs compliance, infrastructure readiness, asset transition, and operational continuity programs.

Accomplishments:

- Successfully managed 100% registered asset transition during post-merger integration with zero unauthorized disposals;
- Coordinated infrastructure readiness across branches, ensuring uninterrupted business operations;
- Led GA compliance improvement initiatives aligned with Indonesian regulations and corporate governance;
- Developed standardized infrastructure support processes that improved service quality across business units;
- Managed vendor partnerships for Security and Office Support services while maintaining operational excellence.

PT Mandala Multifinance Tbk.

February 2024 - September 2025

HC Business Partner

Partnered closely with Regional Directors, Branch Leaders, and Business Heads to align Human Capital strategies with business objectives across multiple business units. Supported organizational transformation initiatives during the merger process by ensuring effective workforce transition, communication, and operational continuity.

Accomplishments:

- Reduced employee turnover from 20% to 17% through competency-based recruitment strategies, targeted employee engagement initiatives, and career development programs;
- Consistently achieved recruitment SLA below 2 weeks while maintaining recruitment quality across business units;
- Partnered with business leaders to proactively resolve workforce challenges and improve organizational effectiveness;
- Acted as Human Capital representative during organizational restructuring and merger activities, ensuring smooth people transition and business continuity.

PT Astra Honda Motor

March - August 2023

Talent & Performance Management Analyst

Supported Talent & Performance Management team in developing a structured Technical Competency Assessment Framework for HCGAITSI Division.

Accomplishments:

- Developed competency mapping framework covering 80% of identified assessors;
- Supported organizational capability development through competency-based assessment methodology.

PT Primafood International

October 2020 - February 2023

Recruitment and PGA Supervisor

Managed end-to-end recruitment and personnel administration for retail business operations while partnering with operational leaders to fulfill workforce requirements and improve hiring effectiveness.

Accomplishments:

- Maintained recruitment SLA below 2 weeks;
- Reduced employee turnover from 40% to 28% through competency-based recruitment and targeted employee engagement initiatives;
- Successfully recruited over 100 employees per month to support business expansion;
- Collaborated with regional business leaders to optimize manpower planning and workforce fulfillment;
- Managed external recruitment partnerships including universities and recruitment vendors.

EDUCATION / CERTIFICATION

Universitas Katolik Parahyangan

Master of Industrial Engineering (M.T.)

Improvement of Work Systems for Rollingin's MSMEs based on Novel Ergonomic Triad Model for Sustainable Work Index

Universitas Katolik Parahyangan

Bachelor of Industrial Engineering (S.T.)

Workload Analysis of Inpatient Nurses in Hospitals in Bandung City during the New Normal Era

OneCHRP

Graduate Certificate in Human Resource Professional

Enabling Future through Human Capital Excellence

COMMUNITY

- OD.ID
- TerraVoce
- Joyful Choir

VOLUNTEER

- OD.ID Summit 2026 as Merch & Experience Crew Member

References are available on request.