

apt. M. Alfian Lutfi, S.Farm., M.M., CLMA®

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Profile

Pharmacist and MBA graduate with 5+ years of experience in the Pharma & Cosmetics industry, currently serving as Acting Production Dept Head for L'Oréal Group portfolios. Expert in managing Production and Quality operations while ensuring strict compliance with cGMP, ISO, and Halal Assurance Systems. Proven track record in driving Lean Manufacturing and Operational Excellence, saving over Rp1B annually through automation and scaling output to 112M units/year. Skilled in OEE optimization, Supply Chain Management, and leading cross functional teams to enhance operational efficiency and achieve aggressive growth targets.

Education

Esa Unggul University - Kebon Jeruk, Jakarta

Master of Management / Master of Business Administration

(Aug '23 – Apr '25)

GPA : 3.94/4.00

Thesis : The Effect of Occupational Stress, Work-Life Balance, and Employee Salary on Turnover Intention with Job Satisfaction as a Mediating Variable (Sinta 3 indexed).

Islamic University of Indonesia (UII) - Sleman, Yogyakarta

Pharmacist Profession

(Feb '20 - Mar '21)

GPA : 3.69/4.00

UKAI score : 84.00/100

Project : Improvement in Knowledge and Perception About The Controlling of Novel Coronavirus (COVID-19): Best Practice of Health Promotion Program of Apothecary Student (Scopus Indexed Journal Q3).

Bachelor of Pharmacy

(Sep '15 - Oct '19)

GPA : 3.56/4.00

Thesis : The Effectiveness of Nanoparticles Serum Containing Ethanol Fraction Stem of Jarak Cina as Incision Wound Healing on Male Wistar Rats.

Achievement

- Reduced mp costs by over Rp. 300 million annually by automating 5 lip cream production lines, eliminating manual intervention and optimizing workforce allocation. (Jan '26)
- Cut manpower from 5 to 3 operators per line across 3 skincare manual lines through full automation conversion, saving over Rp. 380 million annually. (Jan '26)
- Achieved the highest annual production output in PT. Eka Jaya Internasional history, reaching 112 million units in 2025 (averaging over 9 million units per month), representing a 30% increase compared to the previous year. (Dec '25)
- Implemented emboss coding system in serum packaging line, reducing coding costs by >70% and achieving payback within 4 months. (Sept '25)
- Boosted monthly production output of Hanasui Next Level Butter Balm Tint from 270,000 pcs to 810,000 pcs (+200%) by improving production flow and maximizing line capacity. (Jul '25)

- Increased monthly production output of Hanasui Micellar Water 300 ml from 99,000 pcs to 374,000 pcs (+278%) through process optimization and team coordination. (May '25)
- Reduced monthly overtime costs from an average of Rp. 350 million to around less than Rp. 50 million (–86%) through line balancing in the production area. (Apr '25)
- Increased production output from 800,000 to 1,100,000 units through collaboration with the production manager. (Dec '24)
- Reduced packaging costs by switching the secondary box packaging finish to water based, saving over Rp. 200 per unit. (Aug '24)
- Saved over Rp. 50,000,000 annually by reducing alufoil rejects. (Jan '24)
- Enhanced secondary packaging efficiency by adding perforations to each side, saving over Rp. 150 per unit. (Dec '23)
- Optimized packaging design by reducing weight and standardizing both sides of the primary packaging box. (Jun '23)
- Increased capsule filling machine speed by modifying the locking pin, boosting production from 500 to 900 units per minute and reducing reject yield. (Aug '22)
- Improved stripping process efficiency by replacing the chute with a spring chute, saving up to 3 hours of preparation time per batch. (Sep '22)
- Cut foil usage by substituting foil print with foil back in the stripping machine, saving 0.22 rolls of foil per batch. (Sep '22)
- Received outstanding evaluation for leading the validation process training at PT. Nulab Pharmaceutical Indonesia. (Dec '21)
- Achieved the highest score (84.00/100) in the UKAI (Ujian Kompetensi Apoteker Indonesia) exam. (Mar '21)
- 1st Place in the National Pharmacy Debate Competition (Pharmacious) held by Universitas Gadjah Mada (UGM). (Oct '17)
- Graduated with top scores in national exams from Senior High School 3 Lumajang (527.80/600.00, avg 87.96), ranking in the top five in Lumajang district. (May '15)

Work Experience

PT. Eyecos Kosmetik Indonesia (Subsidiary of Ningbo Eyecos Cosmetics Co., Ltd., China) – Cikokol, Kota Tangerang

Production Senior Supervisor (Acting Production Department Head) (Mar '26 – present)

- Lead end to end production operations across mixing, filling, packing, and engineering departments for a multinational cosmetics contract manufacturer.
- Oversee a large scale workforce of 150+ personnel, ensuring alignment with global brand quality standards and delivery timelines.
- Directly manage production costs and operational budgets, focusing on labor cost control, utility efficiency, and waste reduction to maximize profit margins.
- Act as the primary strategic liaison between Chinese executive management and local production teams to ensure effective implementation of operational directives.
- Manage the engineering department to oversee machine maintenance, utility readiness, and technical support to minimize production downtime.
- Control and monitor Production Plan Achievement Adherence and Overall Equipment Effectiveness for L'Oreal Group brands including Maybelline New York, NYX Professional Makeup, and IT Cosmetics.

- Oversee production excellence for leading local and international brands such as Somethinc, Y.O.U, Pinkflash, Tarte, and Focallure.
- Ensure strict compliance with cGMP, BPOM, and Halal Assurance System standards throughout the entire manufacturing process.
- Coordinate cross-functional activities between R&D, Quality Control, Warehouse, and Engineering to optimize material flow and resolve process deviations.
- Drive continuous improvement initiatives to increase line capacity, reduce operational waste, and improve manufacturing efficiency.
- Review and approve Standard Operating Procedures and Manufacturing Batch Records to maintain high levels of operational excellence.

PT. Eka Jaya Internasional (Hanasui) – Cikupa, Tangerang

Production Supervisor

(Mar '25 – Mar '26)

- Lead and oversee all operations in the filling and packing areas for skincare and cosmetic products (25 line production), managing a team of 350 operators, 3 shift leaders, and 4 foremen to ensure smooth production flow and achievement of volume targets while maintaining quality standards.
- Control Production Plan Achievement Adherence (PAA) to ensure production runs effectively according to targets while minimizing downtime and losses.
- Support the Production Manager in annual budgeting and cost control, covering CAPEX and OPEX, including machinery investment, manpower planning, and operational expenses to ensure alignment with business targets.
- Manage conversion cost, focusing on daily labour cost control to maintain production within company standards.
- Monitor material usage variance to optimize packaging material efficiency and reduce waste.
- Lead communication and coordination with overseas machine vendors throughout the full machine project lifecycle, including concept & design alignment, URS/technical specification review, FAT (overseas), SAT, installation, commissioning, trial runs, validation support, and handover to production, ensuring machines operate reliably and meet production requirements.
- Supervise and track absenteeism rates, ensuring manpower availability and stable line productivity.
- Handle and follow up on customer complaints, coordinating with cross functional teams to ensure effective corrective and preventive actions.
- Coordinate with departments like R&D, Quality Control, and Warehouse to ensure smooth operations and timely delivery of materials.
- Review daily production reports, focusing on KPIs like productivity, efficiency, and defect rates to improve processes.
- Update SOPs and Work Instructions (SOPs) for safe and efficient operations.
- Drive continuous improvements to increase efficiency, reduce waste, and improve quality.

PT. Obat Inovasi Indonesia – Jakarta

Supermentor/Teacher (Online)

(Aug '23 - present)

- Mentored and trained future pharmacists to excel in the Uji Kompetensi Mahasiswa Program Profesi Apoteker Indonesia (UKMPPAI), ensuring a strong foundation in pharmaceutical knowledge and critical thinking.

- Designed and delivered structured learning sessions using official UKMPPAI modules, simplifying complex concepts into practical, easy to understand insights.
 - Led interactive class discussions, fostering an engaging learning environment that encourages active participation and collaborative problem solving.
 - Developed personalized study strategies to enhance students' performance, providing motivation, guidance, and continuous feedback.
- Managed class schedules, coordinated learning activities, and maintained clear communication to ensure an effective and efficient learning process.

PT. Samco Farma – Jatiuwung, Tangerang

Production Supervisor

(Feb '23 – Mar '25)

- Manage a team of 105 personnel across non-sterile production, including betalactam (first three months) and non-betalactam solid areas, as well as primary and secondary packaging areas.
- Oversee and plan coating processes, primary packaging, and secondary packaging schedules on a monthly, weekly, and daily basis.
- Design and implement production and packaging plans, including shift planning, headcount allocation, and optimization of Overall Equipment Efficiency (OEE).
- Coordinate with various departments to ensure smooth production operations and effectively resolve production and process-related challenges.
- Create, revise, and review Standard Operating Procedures (SOPs/SOIs) and Manufacturing Batch Records (MBRs).
- Lead troubleshooting efforts to identify and address production and packaging challenges.
- Drive continuous improvement initiatives aimed at enhancing productivity and operational efficiency.

* Project: Supervise all operations at Cephalosporin new areas, including commissioning of new machines, starting from scheduling machine installation, qualification, calibration, microbiological checking, machine trials, until machines can be used for the production process.

PT. Novell Pharmaceutical Laboratories – Gunung Putri, Bogor

Production Supervisor

(Jun '22 – Jan '23)

- Supervise all operation in non sterile production (solid area, primary and secondary packaging areas).
- Managed a team of 70 personnel.
- Ensures and controlling the production process meet cGMP (Good Manufacturing Practice) and global standard regulation.
- Responsible for planning production schedule (monthly, weekly, and daily).
- Design weekly and daily production plan, including : shift plan, total headcount required and OEE plan.
- Coordinate with all department for support process production.
- Make deviation, change control, and Key Performance Indicator (KPI) report.
- Create and revise SOP/SOI and review Manufacturing Batch Record (MBR).
- Complete troubleshooting of production process.

- Control productivity and actively involved in continuous improvement program.

*Project: Assisted in the establishment of a new sterile production facility areas, including commissioning of new machines, starting from scheduling machine installation, qualification, calibration, microbiological checking, machine trials, until the machines were ready for production processes.

PT. Nulab Pharmaceutical Indonesia - Jatiuwung, Tangerang

Quality Assurance Supervisor (Validation and Stability Supervisor)

(Apr '21 - Apr '22)

- Creating a Validation Master Plan (RIV/Rencana Induk Validasi).
- Handling around 6 people (5 validation inspector and 1 administrator).
- Manage the schedules and ensure that the process validation activities of a product have been carried out correctly according to the GMP procedure (CPOB).
- Manage schedules and ensure that cleaning validation activities have been carried out properly according to the GMP procedure (CPOB).
- Make a monthly stability schedule of all products manufactured by PT. Nulab Pharmaceutical Indonesia.
- Ensure that all medicinal products of PT. Nulab Pharmaceutical Indonesia which has been scheduled monthly has been tested either chemically or physically.
- Manage schedules and ensure that product waste (drugs) is destroyed in accordance with the established GMP procedures.
- Manage schedules and ensure that calibration, qualification, and environmental monitoring activities have been carried out properly according to the GMP procedure (CPOB).
- Assisting Quality Assurance Manager in monitoring the implementation of GMP, GLP, GDP in the factory area has been carried out properly.
- Assisting Quality Assurance Manager in socializing the new projects (Continuous Improvement, 5R, Safety and Environment and activities that support process effectiveness and efficiency).

Pharmacist Internship at Dinas Kesehatan Bantul

(Nov '20)

Pharmacist Internship at Puskesmas Cangkringan

(Oct '20 - Nov '20)

Pharmacist Internship at Balai Besar POM Yogyakarta

(Sep '20)

Pharmacist Internship at RS PKU Muhammadiyah Wonosobo

(Aug '20 - Sep '20)

Pharmacist Internship at Apotek Unisia 24

(Jun '20 - Jul '20)

Laboratory Assistant of Pharmacokinetic

(Jul '19 - Dec '19)

Laboratory Assistant of Botanical Pharmacy

(Jan '19 - Dec '19)

Skill Training and Workshop Experience

- Continuous Improvement held by ISCEA Indonesia (Aug '25)
- What is Innovation held by Arizona State University (10-hour online course) (Feb '25)
- Certified Leadership Management Associate (CLMA®) held by IEEEEL Institute (Oct '24)
- Root Cause Analysis held by PRODEMY (Mar '24)
- Pokayoke Mistake Proofing Techniques held by PRODEMY (Oct '23)
- Good Manufacturing Practice (CPOB 2018), ISO 9001:2015, Pharmacovigilance, Good Laboratory Practice, Good Distribution Practice, Leadership Supervisory, Basic Of Health and Safety (Keselamatan dan Kesehatan Kerja (K3) held by PT. Nulab Pharmaceutical Indonesia.

- Road to Establish Effective Cleaning Validation based on CPOB 2021 held by QA-QC Managers Group Indonesia. (Dec '21)
- A Systematic Approach to Implement Continued Process Verification (CPV) based on CPOB 2018 held by QA-QC Managers Group Indonesia (May '21)

Organizational and Committee Experience

- Chairman/Head of Pharmacy Debate Society (PDC) UII (Mar '17 - Mar '18)
- Staff of Product Development Division - Herbal Medicine Study Center (Pusat Studi Obat Herbal/PSOH UII) (Sep '15 - Sep '17)
- Member of the Public Relation Division of the Indonesian Pharmacy Olympiad IX Competition (Olimpiade Farmasi Indonesia/OFI) (Sep '17 - Oct '17)
- Member of the Public Relation Division of the Nanoherbal National Seminar at Islamic University of Indonesia (Sep '17)

Additional

- **Skill** : Leadership, communication, team collaboration and negotiating.
- **Language** : Bahasa Indonesia (Native), English (Professional working proficiency), and Javanese (Native).
- **Computer** : Microsoft Office (Word, Excel, Power Point, Outlook), ERP, SAP Business One, Accurate, SPSS 27 and SMART PLS 4.