



# JOVI ANANTA PRATAMA BANGUN, CHRP

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📍 Jakarta, Indonesia

## EXECUTIVE SUMMARY

Human Capital Professional and BNSP-certified Human Resource Manager-level with 7+ years in talent acquisition, talent management, performance management, and pharmaceutical manufacturing process, combining the analytical thinking, structured complex problem-solving & decision making, excellent interpersonal skills, and collaborative approach to act as a strategic business partner and designs integrated HR systems to shape a high-performance culture, support business effectiveness, and drive sustainable organizational performance.

## PROFESSIONAL EXPERIENCES

### PT Pharos Indonesia - Jakarta, Indonesia

#### Talent & Performance Management Specialist

January 2026 - present

- Standardized and deployed the Pharos Group's **first company-wide KPI framework across 105 departments**, followed by regular (quarterly) performance review reporting to Board of Directors.
- Managed and aligned the competency frameworks (**8 core competencies, 214 functional & technical competencies**) to enable more targeted competency assessment, talent development, and capability building.
- Served as a strategic HR Business Partner (HRBP) to resolve performance issues, collaborating with department heads on root-cause analysis and planning targeted performance recovery plans.
- Managed company-wide talent review and mapping using the Human Asset Value (HAV) / 9-Box Matrix and 360-degree feedback to identify successors for critical position (Sales, Marketing, and Manufacturing).
- Ad-hoc Task:** Redesigned & aligned the "Customer Service" & "Problem Solving and Decision Making" according to corporate core competencies utilizing Training Needs Analysis (TNA), and delivered to Production, Quality Assurance, & Quality Control department.

#### Talent Acquisition Supervisor

April 2024 – December 2025

- Led a team of 5 Talent Acquisition professionals to develop strategic talent pipelining initiatives and maintain a robust candidate pool for future hiring needs.
- Oversaw end-to-end recruitment process including job postings, sourcing, screening, psychological assessments, initial and user interviews, offering, and onboarding, to ensure the process meets the established standard & business requirement.
- Established the **first company-wide Man Power Planning (MPP)** collection & consolidation to enable proactive and accurate hiring.
- Achievement:** fulfilled **175 headcounts** (157 Staff, 16 Supervisor, and 2 Manager) at **88% offer acceptance rate**.
- Project-based assignment:** led a 6-member cross-functional team in company-wide culture transformation project, rolling out new vision, mission, and high-performance values.

#### HR Executive Recruitment

January 2023 – April 2024

- Managed end-to-end recruitment for specialized roles in pharmaceutical manufacturing, aligning candidate profiles with niche business requirements.
- Proactively sourced & screened candidates through targeted job postings, active headhunting, and initiated partnership with external through various events such as regular career fair and campus hiring.
- Developed and implemented the **first standardized SOP for recruitment**—from collecting user requirements to screening, interviewing, offer negotiation, and new employee onboarding—transforming a disorganized process into an efficient, standardized workflow.
- Achievement:** fulfilled **32 headcounts** with niche roles in R&D, Business Development, Engineering, and Human Resource (23 Staff, 6 Supervisor, and 3 Manager) at **1-month average lead time & 87.5% retention rate** (minimum 1 year working experience).

#### Management Trainee (Product Development, Business Strategy & Transformation)

August 2022 - January 2023

- Spearheaded transformative initiatives in product development by analyzing the business processes from pre-formulation studies to commercialization-scale drug development.
- Developed and proposed targeted recommendations—including workforce planning & training, organizational restructuring, and strategic equipment investments—to optimize process efficiency.
- Presented transformation plans to the Board of Directors, securing approval for immediate implementation of process improvements.

### PT Kalbio Global Medika (Kalbe Group) - Cikarang, Indonesia

#### Production Scientist (Downstream & Fill and Finish Production Line)

April 2019 - August 2022

- Managed the GMP-compliant biopharmaceutical manufacturing process of **Hemapo®** (EPO/Erythropoietin), **Leucogen®** (G-CSF), and **Rituxikal®** (100 mg/10 mL and 500 mg/50 mL vial formats).
- Managed the commissioning of a 2D Barcode Project (Trace & Track) for the vial finished goods production line by overseeing complete installation, operational, and performance qualification to enhance traceability.
- Involved in the process validation batch for development of biosimilar **Efepoetin-alfa Efesa®** in context with the drug clinical trial stage at several countries, including Indonesia, Australia, Taiwan, Thailand, Malaysia, Philippines, and South Korea.

Business Development Officer

- Promoted **Palata®**, the first BPOM-registered natural and food-grade preservative, targeting the food industry with a focus on tofu preservation.
- Conducted market research, product demonstrations, and consultations to effectively communicate the benefits of natural preservation solutions.
- Bridged technical expertise from previous roles to drive business development initiatives and expand market adoption of biochemical preservation products.

**Dinas Perindustrian & Energi DKI Jakarta - Jakarta, Indonesia**

August 2018 - September 2018

Associate Surveyor Staff (Contract)

- Conducted on-site visits and roadshows to home-industry tofu producers, engaging directly with owners to assess production conditions and hygiene standards.
- Collected and analyzed operational data to identify inefficiencies, waste production issues, and opportunities for process improvement.
- Developed and recommended best practices to optimize production efficiency while ensuring compliance with rigorous hygiene standards.

## EDUCATION

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**Institut Teknologi Bandung - Bandung, Indonesia**

*Bachelor of Bio-engineering, GPA: 3.53/4.00*

Aug 2013 - Apr 2018

## CERTIFICATIONS & SKILLS

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**Certification:** BNSP Manajemen Sumber Daya Manusia (MSDM) Level 6 – Manajer SDM

**Training and Courses:** Certified Human Resources Professional (CHRP) (HR Academy), Talent Development Professional Training (Talentiv), Human Resource (Jobhun Academy), Quality by Design (PQM Consultants)

**Hard Skills:** Talent Mapping, Talent Management, Performance Management, Niche Talent Acquisition, End-to-end Recruiting, Behavioural Event Interview (BEI), Employer Branding, Pharmaceutical Good Manufacturing Practice (GMP), Business Process Improvement

**Soft Skills:** Interpersonal, Communication, Negotiation, Evidence-Based Decision Making, Continuous Innovation

**Languages:** Indonesian (native proficiency), English (limited working proficiency)