

ROLAND YEHOShUA SILOW

Strategic Talent Acquisition Leader | Employer Branding | Sustainable Recruitment
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PROFESSIONAL SUMMARY

Talent Acquisition professional with 15+ years of full-cycle recruiting experience across palm oil, healthcare, manufacturing, FMCG, pharmaceutical, and medical device industries — national and multinational. Proven in managing 80–120 hires annually, reducing employee turnover from 9.4% to 6.4% over three consecutive years at DSN Group. I build TA functions that drive employer branding, university partnerships, ATS/HRIS implementation, and Management Trainee programs at scale. ISO 9001:2015 Certified | QMSA.

WORK EXPERIENCE

Talent Acquisition Manager — SBU Palm Oil

May 2023 – May 2026

PT Dharma Satya Nusantara Tbk (DSN Group) | IDX: DSNG | Jakarta

Palm oil — 120,000 ha operations, 20,000+ employees.

- Delivered 304 hires in 3 years (126 in 2023 · 81 in 2024 · 97 in 2025) across corporate, operational, and site-based roles.
- Led Management Trainee program — 149 trainees across 4 batches (2023–2025), building next-generation leadership pipeline.
- Drove consistent turnover reduction through improved hiring quality and structured candidate experience:
 - 9.4% (2023) → 8.1% (2024) → 6.4% (2025)
- Built strategic university partnerships with 10+ institutions; spearheaded end-to-end ATS implementation and online psychological assessment platform.
- Managed end to end high volume recruitment for 1000+ non staff operational positions per year, including Harvesters and estate clerks through labor agencies and community based sourcing.

HR Recruitment & Organisational Development Supervisor

Nov 2017 – Apr 2023

PT Saba Indomedika | Jakarta

Medical device distributor — head office and 3 regional areas (West, Central, East Indonesia).

- Designed and executed end-to-end recruitment across head office and 3 regional areas — all levels.
- Developed employer branding strategy: digital/non-digital job posting optimisation and campus recruitment campaigns.
- Led HRIS implementation (Sleekr-Talenta) from vendor selection to go-live across all regions within 6 months.
- Built internal assessor capability — significantly reducing external assessment costs; co-developed LMS with L&D team.

Recruitment Consultant (Supervisor Level)

Jul 2012 – Sep 2017

PT Kimia Farma (Persero) Tbk | Jakarta | IDX: KAEF

State-owned healthcare — Holding + 5 subsidiaries (Apotek, Trading & Distribution, Diagnostik, Sinkona, Sungwun).

- Managed recruitment and assessment for holding and all 5 subsidiaries — covering new hire, promotion, and mutation.
- Led campus hiring for Management Trainee programs; organized career fairs and company branding events across universities.
- Implemented online testing platform with external vendor — improving assessment scalability and efficiency.

KEY COMPETENCIES

Talent Acquisition

Full-cycle recruiting · High-volume hiring (80–120/year) · Executive search · Campus recruitment · MT programs · Talent pipeline · Offer negotiation

Employer Branding

EVP development · University partnerships · Campus campaigns · Digital job posting optimization

Sustainable TA	Internal mobility · Talent pooling · Candidate experience design · Turnover reduction strategy · ESG-aware hiring
HR Technology	ATS implementation · HRIS (Sleekr-Talenta) · Online assessment · LinkedIn Recruiter · Canva · OpenAI
Frameworks	Competency-based interview · BEI · STAR · DISC · ISO 9001:2015 · QMSA · Psychology-based screening

EDUCATION	INDUSTRIES
Bachelor of Psychology (S1) — GPA 3.03 Universitas Sanata Dharma, Yogyakarta	Palm Oil · Medical Device · FMCG Pharmaceutical · Manufacturing Healthcare (SOE) · Trading
CERTIFICATIONS & TRAINING	OPEN TO ROLES IN
• ISO 9001:2015 & Internal Audit (QMSA) — 2022 • Behavioral Event Interview (BEI) — 2024 • 7 Habits for Highly Effective People — 2025 • Hukum Ketenagakerjaan & HI — 2020 • DISC Workshop — 2016	Mining · Manufacturing · FMCG · Palm Oil Startup · Multi-industry organisations
	AVAILABILITY
	As soon as possible References available upon request