



CANDIDATE PROFILE

Name : Mr. PONGSA BOONCHAI VATANACHOT (อาจารย์พงศา บุญชัยวัฒน์โชติ)

Educational Background

- 1988 BBA. in General Management from Ramkhamhaeng University
- 2003 MBA. Graduate School of Commerce of Burapha University

Areas of Expertise

- In House and Outside instructor training for Human Resource Management Courses.
- Compensation Management and salary structure designing.
- Job Evaluation, HAY Metrology.
- Career Path Designing and IDP Plan, Hewitt Metrology.
- Implement HRIS as a Project Manager, SAP application.
- KPI, Competency, Performance Management System Designing.
- ISO 9002, ISO 1400, TQM , TQA,
- Recruiter Professional, there are Successful Recruitment Projects.
- HR Club Committee, Financial Service Institution.
- Written HRMBA Book, A new Human Resources Management Concept.
- Written SMART JD Book.

Professional Experience

Nov 2010 – Current : **Plantheon Companies Group**

1. **Vice President ,Human Resources & Administration**
2. **Executive Committee, Terragro Fertilizer Co;Ltd.**

Plantheon Group is an investment and agricultural developing company which mainly utilizing TCC land bank for agricultural plantation, upstream processing, and agricultural product trading to create value added by using integrated modern management and technology

The goal of the company is to contribute to further development of the production process to add more values to agricultural product, which in turn will bring about the development of the countries where it operates and its environment. Most importantly, the company's goal will assist the farmers all across those counties to gain more financial benefits from their agriculture activities.

Duties/Responsibilities

- Participate in the preparation of the Strategic Business and Operating Plans.
- Analyze company's needs and develop HR strategy to deal with any HR-related issues on both short and long terms.
- Manage both HRM and HRD.
- Developed and Implemented the firm's HR Policy & Procedure and regulations, communicate HR policies on a regular basis with a view to have up-to-date and competitive systems in order to ensure that the systems are in line with business objectives and complied with Thai Law and other related regulations.
- Manage a company as Executive Committee role.

CANDIDATE PROFILE

Feb 2007 – Oct 2010 : CIMB Thai BANK PUBLIC COMPANY LIMITED
Vice President (HR Operations and C & B Team Head),
Human Resources Division

And support to CIMB Thai's subsidiary companies as follow :

- 1. CIMB SECURITIES Co., LTD.**
- 2. BT INSURANCE Co., LTD.**
- 3. BT LEASING Co., LTD**
- 4. BT WORLDLEASE Co., LTD.**
- 5. BT ASSET MANAGRMENT Co., LTD.**

Duties/Responsibilities

- Overall manage Compensation & Benefits to ensure staff are internally equitable and externally competitive to the industry.
- Developed and Implemented the firm's HR Policy & Procedure and regulations, communicate HR policies on a regular basis with a view to have up-to-date and competitive systems in order to ensure that the systems are in line with business objectives and complied with Thai Law and other related regulations.
- Manage the Salary Structure including Job Evaluation by HAY System.
- HRIS Implementation by SAP application, as Project Manager. Manage HRIS to ensure HR technology support the transformation of HR.
- Ensure accurate monthly payroll processing for approximately 4,500 staffs.
- Manage overall Performance Management by preparing annual review, educating managers and staff in order to ensure consistency and standard practice.
- Performance Management System Implementation (Use Competency, KPI) .
- Implementing of Career Development and Talent Inventory Process, by Hewitt.
- Supervise and control all HR operations related to compensation & benefits, maintain and enhance employee data base system in order to ensure compliance with Company and Corporate HR Policies and Procedures

July' 2004 – Feb' 2007: Thai Glass Industries Public Company Limited.

Manufacturer of Glass ware (A Subsidiary of BJC)

There are 2 Plants with 1,800 Employees

Head of Human Resources Department Report to MD

Duties/Responsibilities

- Formulate HR Operation, Organization & Development, Compensation & Benefits Strategy, policies, processes & procedure as well as overall Company manpower plan and budget in order to ensure alignment with business strategies and Company direction.
- Set, update, revise and modify HR Policy & Procedure and regulations, communicate HR policies on a regular basis with a view to have up-to-date and competitive systems in order to ensure that the systems are in line with business objectives.
- Lead the recruitment process for senior level/key function based on the job requirements from various departments in order to ensure high quality intake through creative sourcing and selection as their ability and performance will be critical for the success of the Company's business operation.
- Ensure that compensation & benefits for management and staff are internally equitable, externally competitive and performance based in order to ensure Company-wide internal equity and fairness as well as greater competitiveness with the market.
- Develop, coordinate and implement major training and development by assess employee training needs and analyse strengths and weakness, arrange training course internally or externally, all, to be a path for career succession planning and talent management in order to ensure that Company will have the required competencies and human resources in long term.
- Manage overall Performance Management by preparing for employee annual review, educating managers and staff in order to ensure consistency, standard practice.
- Conduct Job Evaluation by Hay System, Competency, Salary structure, Talent Management System, KPI.

CANDIDATE PROFILE

- Designing, planning and implementing ER's programs, policy, include handle 2 Labor Unions.

Sep' 2000 – Jun' 2004 : MAHAPHANT FIBRE CEMENT (Public Company) Limited.

Trading and Manufacturer of Roofing Tiles and Shera Wood under Brand name "Ha-Huang" and "SHERA" , There are 5 Plants with 2,500 Employees

Manager, Human Resources Department

Duties/Responsibilities

- Formulate HR Operation, Organization & Development, Compensation & Benefits Strategy, policies, processes & procedure as well as overall Company manpower plan and budget in order to ensure alignment with business strategies and Company direction.
- Set, update, revise and modify HR Policy & Procedure and regulations, communicate HR policies on a regular basis with a view to have up-to-date and competitive systems in order to ensure that the systems are in line with business objectives and complied with Thai Law and other related regulations.
- Supervise and control all HR operations related to overall manpower planning, recruitment, compensation & benefits, employee relations and organization design in order to ensure compliance with Company and Corporate HR Policies and Procedures.
- Lead the recruitment process for senior level/key function based on the job requirements from various departments in order to ensure high quality intake through creative sourcing and selection as their ability and performance will be critical for the success of the Company's business operation.
- Ensure that compensation & benefits for management and staff are internally equitable, externally competitive and performance based in order to ensure Company-wide internal equity and fairness as well as greater competitiveness with the market.
- Designing, planning and implementing ER's programs, policy and procedures.

Mar'95 – Oct '2000 : TOYOTA LEASING (THAILAND) COMPANY LIMITED

Hire-purchase Business

Section Manager, Human Resources Department

Duties/Responsibilities

- Formulate HR Operation, Organization & Development, Compensation & Benefits Strategy, policies, processes & procedure as well as overall Company manpower plan and budget in order to ensure alignment with business strategies and Company direction.
- Recruit 250 Staffs and setup 12 Branches within 2 years.

1990 – 1995 Bangkok Bank of commerce Co., Ltd.

Compensation and Welfare Management Supervisor

1989 – 1989 Ayutthaya Finance and Securities Company Limited.

Securities Analysis Staff

1988 – 1989 Piphat Insurance company Limited.

Personnel Staff

Achievement

I am confident that I have the knowledge and experience in human resource management as well. Latest, I have written a book about the new HR Management concept in name HRMBA with copyright.

คัมภีร์อีกเล่มหนึ่ง ที่คน HR ควรอ่าน

HRMBA

จุดประกายความคิด เสริมอาวุธด้านบริหารคน

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Exemple Course of HR as a Lecture