



SolutionsHR

**Executive Search
Professional Training
Workforce Consulting**

www.solutionshra.com

SolutionsHR Asia

“ *is a regional based boutique HR consulting company providing a range of services for world-class multi-national companies in Semiconductor, Electronics, Automotive and Technology industries :*



**Executive
search**



**Professional
training**



**Workforce
Consulting**

Our Office Locations and Coverage





Executive Search

We are a boutique search company that specializes in recruitment of technical, managerial and executive level professional for below industry :

- Semiconductor
- Electronics Manufacturing and Computing Systems
- Automotive Electronics
- Technology
- Others



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Executive Search

Our FOCUS

•Semiconductor & Electronics Manufacturing Industry

•Function Coverage

- ✓Engineering
- ✓R&D
- ✓Operations
- ✓Supply Chain
- ✓Manufacturing
- ✓Sales & Marketing
- ✓Accounting & Finance
- ✓General Management
- ✓Human Resource and Administration
- ✓Corporate Services

Our STRENGTHS



- Strong semiconductor and electronic manufacturing industry and headhunting experiences



- >10 years of database with 30,000 active CVs mainly from semiconductor and electronics manufacturing industry covers Greater China, Philippines, Singapore, Malaysia and other Asian countries.



- Strong relationships with clients (90% of our clients are referred by previous clients)



- Successfully placed designations varied from Engineers, Managers, Directors , VP to GM level.

Our services: Executive search

Our TEAM



Director

Irvin Tan has 13 years of experience in talent search for technology and manufacturing industries. He was a practice lead in driving process quality, productivity outcomes and customer-centric response. He obtained B.Sc. cum laude, in Finance from University of International Business & Economics (UIBE). He has years of electronics manufacturing exposure before joining Search Firm.



Director

Yvonne Yeoh has more than 25 years of professional experience in multinational companies, worked in Intel Malaysia and China for 15 years. She has held senior management responsibilities in engineering, quality, planning, training and program management. She subsequently established executive search practice in 2008 and achieved commendable success, focuses on Asia Region for technology and manufacturing industries.



Director

Valar Subramaniam has more than 25 years of HR professional experience in multinational companies from various industries, mainly in manufacturing, such as semiconductor, chemical, investment holdings, and trade services. She has held senior management role in Asia, prior to joining the Search Firm. She oversees the Malaysia business and work closely with other offices. She focuses on talent search and HR consulting in Asia region market. She graduated with Bachelor Degree in Bachelor Sc. (Hon) Human Development.

Our services: Executive search

Our TEAM



Director

YH Kong has more than 30 years of professional experience in semiconductor industry, worked in Asia region, Malaysia, Hong Kong and China. He held many senior management responsibilities in facility, EHS, IE, and engineering with primary focus on package & process development and program management.



Associate Director

SC Yeoh has more than 25 years of professional experience in multinational companies in semiconductor and consumer industry. Qualified lead, Quality System auditor, conducted more than 50 quality audits in various industries worldwide. Proven capability in setting up new department/ function in a new or existing manufacturing/ business; from strategy, planning, hiring and training, execution and startup.



Associate Director

Joni Liew graduated from Australia with a Bachelor's degree in Food Science and Technology and began her career as a Food Technologist in food companies in Malaysia. In 2007, she relocated to Shanghai and took up new challenges in a boutique executive search firm. Since then, she has been providing professional headhunting services for China's multinational companies and local Chinese companies. Joni is hands on in recruiting mid-to-high-end talents.

Our services: Executive search

Our TEAM



Associate Director

Kevin Goldman Abdullah brings over 25 years of professional experience in the area of Marketing and Human Resources. His agility to learn and passion for improving the wellbeing of people (employees and consumers alike) had resulted in him holding senior management roles at market leading MNC's such as Johnson & Johnson and Danone Dumex. Kevin graduated with an MBA from the University of Portland, USA.



Consultant

Spencer Loo has 10 years of working experience in search company, and familiar with full recruitment support, include search work of candidates in multiple platforms, up to delivery of candidates. He graduated with Bachelor of Business Administration from Raffles Design Institute.



Consultant

Stella Gu comes with more than 10 years of professional experience in finance credit control field. Prior joining SolutionsHR, she worked in Converse, Bomag, Wacker Nueson and Liebherr. She is passionate and enthusiastic about her headhunting career, which successfully supported MNCs and domestic companies to place the core talents they needed. She obtained her bachelor degree in foreign languages from Dalian University.



Professional Training & Consulting

Our Professional Training and Consulting Division was formed in August 2016 and focuses on:

Training

- *Training for Technical Engineering talents*
- *Enterprise Management*
- *Coaching Entrepreneurs*
- *Other Training (Soft Skills)*

Consulting

- *Human Resources/ Industrial Relations Advices (On-site / Off Site services)*
- *Leadership Competencies*
- *Employee Engagement*
- *C&B Reward Management (Market competitiveness/Job Grade/Salary Structure)*
- *Talent Management & Succession Planning*
- *HR Coaching*



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Our Trainers/ Coaches



Professor Joseph (based in China)

Founder of SiliconRen Business School /
Professor, School of Microelectronics,
Fudan University



Vincent Zhang (based in China)

Practitioner and spreader of combining Western and
Chinese management



Johnny Yang (based in China)

Strategic transformation, product planning,
leadership expertise



Heng PS (based in Malaysia)

HR / IR Advisory (on site/ off site)
Collective Bargaining
HR/IR Law

Our services: Professional Training

Some Highlights of Our Courses:

- 
-  **The management concept, method and practice of the combination of Chinese and Western (2-3days)**
 -  **Corporate strategic planning (2-3 days)**
 -  **Effective communication and execution (2 days)**
 -  **Product Life Cycle Training (2 days)**
 -  **Career planning and career development (2 days)**
 -  **Coaching skills (2 days)**
 -  **Product innovation (2 days)**
 -  **GROVE's Management Module**

Workforce Consulting

We provide outsourcing services as below:



01

Flexible Workforce Solutions



02

Outsourcing / Contracting Production/ Warehouse Workers



03

Outsourcing Projects / Functions



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Our Services: Workforce Consulting

Outsourcing Project of Warehouse/ Logistics

Operations Management



Value-adding Services



Sorting and Packing



Warehouse operations management

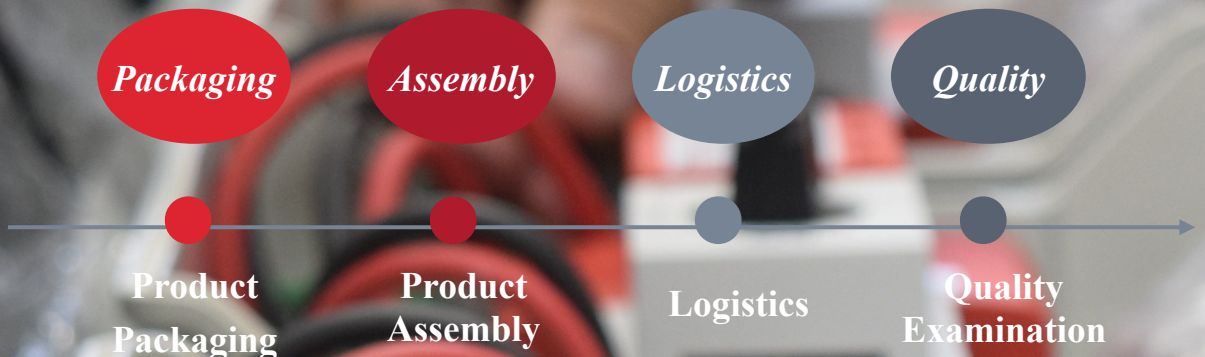
- Personnel recruitment
- Job site management
- Attendance and performance management
- Quality control
- Labour insurance
- Security management

Operation services



- Loading and unloading
- Sorting and packaging
- Repackaging
- Hot stamping
- Labelling

Outsourcing Functions in Production Line



How it works

Subcontract operations

Customer subcontracts the operation of internal non-core functions/ sections (including assembly, packaging, loading and unloading, inspection and testing, etc.) to us

Support

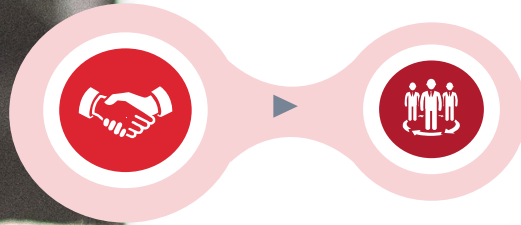
Customer provides the work site, related equipment and technical management support

Recruit

According to our customer's standards

- we recruit and manage personnel or robots to operate
- manage quality
- we accept enterprise supervision
- We settle accounts with customers according to working hours or according to the quantity of qualified products.

Outsourcing Projects / Positions



Select position
to outsource

Select services

Select one or few of our
services according to
need

List of Services

- Demand study
- Job analysis
- Job evaluation
- Workforce recruitment
- Contract signing
- Employee orientation
- Social security
- Work arrangement
- Salary benchmarking /administration
- Skill Training
- Welfare Support

Contact Us:

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