

FARSHAD ASLANI, PHRi

Human Resources Manager

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Professional Experience



Talent Acquisition Manager

MTN Irancell (Nov. 2019 – Present) - 2500 Employees

MTN Irancell is one of the two major telecom operators in Iran. I am in charge of the whole recruitment, promotion and internal mobility processes in the company through leading 6 people.

- Delivering recruitment strategy to elevate the capability to attract critical talent to support the business agenda
- Implementing consistent and effective hiring practices to improve quality of hire (e.g. interview practices, assessments, selection process)
- Optimizing sourcing channels and promoting employer brand
- Developing and Implementing ATS for external & internal candidates
- Managing day to day aspects of team of recruiters including operational excellence, development and client satisfaction
- Implementing organizational coaching system throughout the company



Human Resources Manager

Dana Energy (Jan. 2019 – Nov. 2019) – 500 Direct & 700 Indirect Employees

Dana Energy is the largest & leading private corporation targeting oil and gas upstream business. The group covers the whole upstream value chain with 7 companies including a joint venture company with the Russian partner. I was in charge of the whole group HR operations & development through leading 9 people.

- Defining corporate's HR strategies and master plans
- Preparing, analyzing & improving HR processes & instructions
- Designing & revising organization chart aligned with business needs
- Taking part in corporate governance team
- Promoting corporate values and codes of conduct
- Preparing HR annual budget
- Monitoring & controlling staffing, selection, & socialization process

- Analyzing and improving Employer's brand
- Defining internal communication tones and contents
- Implementing HR processes in corporate's ERP system
- Designing and implementing performance management system based on OKR
- Implementing training process based on ISO 10015 and IFS best practices
- Designing HR dashboards and systematic reports
- Supervising and Monitoring HR Operations



Senior HR Development Specialist

Dana Energy (Jan. 2018 – Jan. 2019)

- Creating, updating and improving corporate policies & procedures
- Performing gap analysis of all HR processes based on maturity models
- Defining a long-term HR road map and projects
- Setting and evaluating KPIs for HR processes
- Leading the job analysis project team
- Improving and executing performance management process
- Designing and communicating corporate's general competency model
- Designing and updating organizational structure



Senior Auditor

34000 HR Excellence Award (Sep. 2017 – Present)

34000 is a national HR excellence model designed by University of Tehran. This model has been deployed in numerous companies in Iran. Since 1396, several companies have been assessed in 34000 awards. As a senior auditor, I have assessed more than 10 companies including Henkel, Nuclear Energy Organization, Hiweb, Pardakht Novin, Jam Petrochemical company, Securities & Exchange Organization, and Iran FaraBourse for the first, second and third award. I also made contribution to developing the model and assessment process.



Co-Founder & Business Development

Iran Headhunt (Mar.2016 – Oct. 2017)

Iran headhunt is established to deliver HR solutions to small and medium international companies in Iran. The solutions are focused on recruitment and competency analysis services. I co-founded the company and I was responsible for:

- Designing and developing company's services
- Defining company's policies and procedures
- Defining marketing strategies & plans



HR Development Specialist

Saman Electronic Payment (Aug. 2015 – Dec.2017) – **1400 Employees**

Saman Electronic Payment is the second-best company in Iran's payment industry.

- Designing a new compensation and benefit system
- Designing structured and competency-based interview process
- Redesigning and improving performance management system
- Creating readiness for performance management (Change management)
- Succession planning & talent management
- Conducting and analyzing exit interviews
- Cascading organizational values using Gamification methods
- Performing job analysis & design



Business Process & HR Projects Expert

Magfa (Apr.2013 – Oct.2014) – **200 Employees**

Magfa is one of the subsidiaries of IDRO and is one of the leading companies active in running business and IT projects. I worked in "IT and Business Consultancy Services" department, a project-based unit with about 40 employees, which runs consultancy and implementation projects. I had roles and responsibilities in different projects including:

- Technical manager of the "Business process identification and improvement of Fars Gas Company" project.
- Business process & system analysis in different HR, Software & BPM Projects
- Creating technical proposals for HR and BPM projects



English Language Instructor

Safir Language Academy (May.2010 – Sep.2014)

Safir is the largest and one of the most reputable English schools with over 50 branches in Iran. I taught more than 150 classes, ranging from elementary to advanced levels.

Education

- **University of Tehran**
PhD (2015 – Present)
Business Management - Human Resources & Organizational Behavior
- **University of Tehran**
MSc (2011 – 2013)
IT Management - Business Intelligence
- **Azad University (Tehran South Branch)**
BSc (2003 – 2009)
Electrical Engineering - Power Engineering

Skills

TECHNOLOGY SKILLS

- MS Office Advanced
- ERP (IFS) Advanced
- MS Project Intermediate

LANGUAGE SKILLS

- Farsi Native
- English Fluent

Certificates & Membership

- Professional in Human Resources (PHRi) (2019)
Issued by *HRCI (The United States)*
- Professional Certified Coach (PCC) (2020)
Issued By *Coaching Ways (Belgium)*
- International Coaching Federation (ICF) (2020)
Membership (United States)
- PPA (DISC Profile Analysis)(2020)
Issued by *UVECo*
- HR Excellence Award Assessment (2016)
Issued by *Iran SHRM*
- EFQM (2017)
Issued by *Dr. Taghizadeh*
- Assessment Center (2016)
Issued by *Iran SHRM*
- Strategic Management (2015)
Issued by *IMI*