

Annex B: Job Redesign Expert Panel (JREP)

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|  <p>Mr Aslam Sardar* Chief Executive Officer Institute for Human Resource Professionals</p> <p>Co-chair, JREP</p> <p><i>*Available for media interviews</i></p> | <p>Aslam Sardar is the Chief Executive Officer of the Institute for Human Resource Professionals (IHRP). He has over 20 years of corporate, start-up and NGO experience, leading and managing teams to drive change and transformation. He has worked in various roles such as business development, process improvement, and commercial performance monitoring and reporting in the IT, supply chain and adult education sectors.</p> <p>Aslam co-chairs a sub-group of the Tripartite Workgroup on Tripartite Guidelines for Flexible Work Arrangements. He is a member of Workgroup 3 for the Interagency Taskforce on Mental Health and Well-Being, as well as a member of the Jobs and Skills Advisory Committee (JSAC) in Singapore Business Federation (SBF). He sits on the Board of Tasek Jurong Limited and serves in Taman Jurong as an active community volunteer. Aslam was presented the Public Service Medal during National Day in 2016. In addition, Aslam has played an instrumental role in establishing GreenSG COLLAB Ltd., a charity focusing on building a community of shared learning and action to help protect the balance of human life with the natural world so that all can thrive in it.</p> <p>Aslam was awarded an MBA from The University of Chicago Booth School of Business and obtained a 1stClass Honours degree in Marketing from Curtin University of Technology. He is a WSQ Advanced Certificate in Learning and Performance (ACLP) Certified Adult Educator, Prosci® Certified Change Practitioner, and is trained in the Institute of Cultural Affairs (ICA) Technology of Participation (ToP) Group Facilitation.</p> |
|  <p>Mr Kung Teong Wah* General Manager PARKROYAL on Pickering, a PARKROYAL Collection Hotel</p> <p>Co-chair, JREP</p> <p><i>*Available for media interviews</i></p> | <p>Kung Teong Wah, a veteran hotelier with 30 years of experience in Asia's hospitality scene, is the GM of PARKROYAL on Pickering. Responsible for overall strategic operations, he leverages his digital transformation expertise to enhance commercial performance and operational efficiency. Committed to empowering colleagues, he fosters authentic, engaging guest experiences.</p> <p>Teong Wah previously served as a Cluster General Manager at Millennium Hotels and Resorts and held diverse leadership roles across Asia with IHG Hotels & Resorts over 23 years. Recognised for his contributions, he received accolades such as the SkillsFuture Fellowships Award (2022), the Singapore Tourism Award for Outstanding Business Innovation (2022), May Day Award - Labour of Friend 2020 and Medal of Commendation 2022.</p> <p>He also contributes to the workforce as a Board Member of the Employment & Employability Institute and Chairman of ITE's Hospitality Advisory Board Committee and President of Food and Beverage Management Association.</p> |



Dr Jaclyn Lee (IHRP Master Professional)

Chief Human Resources Officer
Certis Group

Member, JREP

Dr Jaclyn Lee is the Chief HR Officer at Certis Group, overseeing HR functions in Singapore, Australia, Hong Kong, Macau, and Qatar. With over 25 years of HR experience, she is a thought leader in HR Technology and Analytics.

Previously, Jaclyn played a pioneering role as Chief HR Officer at SUTD, establishing key HR infrastructure and talent strategies. Her diverse HR background spans manufacturing, social services, education, technology, and security, with international experience at General Motors and NEC Corporation.

Recognised for her contributions, Jaclyn received the Public Administration Medal (Silver) in 2019 and the Covid Resilience Medal in 2022. She's a notable speaker on HR Analytics and HR Tech, an adjunct faculty at SUTD for Digital HR, and author of two books.

Jaclyn holds a PhD, Masters in Business, Masters in HR, and a BSc in Psychology. Her expertise continues to shape the HR field in the region.



Mr Jedrick Tan

Chief Executive Officer
Fei Siong FastFood Pte Ltd (Popeyes Singapore)

Member, JREP

Jedrick Tan is the CEO of Fei Siong FastFood Pte Ltd (Popeyes Singapore) and SVP, Group Strategy and Business Development of Fei Siong Group of Companies. Besides spearheading the overall management amidst the expansion plan of Popeyes brand in Singapore, he also anchors the strategy and business development partnership for Fei Siong Group of Companies.

Jed brings his experience and expertise from both public and private sectors. Prior to joining Fei Siong, Jed served as a public servant for a decade. His last appointment was a secondment to SNEF from WSG, where he led the National initiative - SkillsFuture for Enterprises Programme - that drove the business transformation and workforce development for enterprises across key Industries.



Ms Jenny Tsin

Co-Head
WongPartnership's
Employment Practice

Member, JREP

Jenny Tsin is the Co-Head of WongPartnership's Employment Practice and a Partner in the Commercial & Corporate Disputes Practice, Corporate Governance & Compliance Practice and the Corporate & Regulatory Investigations Practice.

Jenny is experienced in all aspects of employment laws, with particular focus on preventing and resolving disputes between employers and employees; and advising clients in respect of their employment related regulatory obligations. On the investigations front, Jenny frequently handles sensitive and complex investigations relating to employee misconduct, conduct which potentially amounts to breaches of sanctions and other financial regulations, privacy breaches, and in landmark cases involving workplace safety breaches. Jenny's dispute resolution experience also spans both litigation and arbitration.



Mr Joseph Wong
Director, Tech &
Transformation
Fong's Engineering &
Manufacturing

Member, JREP

With over 37 years of extensive experience spanning diverse sectors, including manufacturing, precision engineering, construction, higher education, and adult learning in Singapore and the Asia Pacific region, Joseph Wong possesses a wealth of practical knowledge. Notably, he has spent approximately 25 years in various high-ranking C-level positions, showcasing his leadership and expertise.

In the last five years, Joseph has played a pivotal role as a change agent, spearheading digital transformation initiatives in Fong's Engineering, focusing on the adoption of Industry 4.0 technologies. His contributions have been instrumental in providing guidance, leadership, and mentorship to the Technology & Transformation Office.

Joseph's efforts have been particularly noteworthy in engaging stakeholders within the local ecosystem to drive digital transformation. His experiences offer valuable insights and illuminate the real challenges faced during the transformation journey, especially from the perspective of a local SME, making his expertise indispensable in today's ever-evolving business landscape.



Mr Poon King Wang*
Chief Strategy Officer
Singapore University of
Technology and Design;
Director, Lee Kuan Yew
Centre for Innovative
Centres

Member, JREP

***Available for media
interviews**

Poon King Wang is the Chief Strategy Officer at SUTD, and the Director of the Lee Kuan Yew Centre for Innovative Cities at SUTD, where he also heads the Smart Cities Lab and the Future Digital Economies and Digital Societies initiative.

He is on the Konrad Adenauer Stiftung's Strong Cities 2030 Network, the Future of Work working group of the Global Partnership on Artificial Intelligence, the SkillsFuture Research Advisory Panel, and the World Economic Forum's Expert Network on Cities and Urbanisation.

His team's Future of Work research is recognised in Singapore's National AI Strategy for helping to build a trusted and progressive environment for AI that balances citizens' interests with corporate innovation. His team covers collaborations with companies, government agencies, schools, and unions in over 30 industries/sectors across big tech, gig work, manufacturing, professional services, retail, banking/finance, MICE, and international NGOs.




He received the Public Administration Medal (Silver) in 2021 for his contributions.



Mr Sean See

Sean See is the Deputy CEO at the Employment and Employability Institute (e2i). He oversees the Corporate & Grant Management Group, which covers HR, Finance, Marketing & Communications, Campus & Admin, Information Technology, Transformation and Grant Management functions.

Sean has more than 20 years of experience, with nearly 12 of those across various roles in Spring Singapore, a government statutory board that was merged with International Enterprise Singapore to become Enterprise Singapore. As Director of

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| <p>Deputy Chief Executive Officer Employment and Employability Institute (e2i)</p> <p>Member, JREP</p> | <p>Financing and Incentives Management, he managed the grant, loan and tax schemes to help SMEs develop their capabilities for growth. He led the development and refinement of grant schemes such as the Enterprise Development Grant and SME Working Capital Loan, amongst others. He partnered government agencies and various financial institutions to roll out assistance schemes for SMEs. Before joining e2i, Sean was the Chief Operating Officer of NTUitive Pte Ltd overseeing corporate functions and corporate governance matters.</p> |
|  <p>Mr Yeo Meng Hin Chief Human Resource Officer Keppel</p> <p>Member, JREP</p> | <p>Yeo Meng Hin leads the global HR function as Chief HR Officer for Keppel. Keppel is a global asset manager with deep operator capabilities in infrastructure, real estate and connectivity sectors.</p> <p>He has all-rounded exposure and expertise in Regional and International Strategic Human Resource Management experience in both corporate and consulting roles. In addition, Meng Hin had previously managed business development, logistics, technology and transport operations.</p> |
|  <p>Mr Hao Shuo Divisional Director Manpower Planning and Policy Division Ministry of Manpower</p> <p>Member, JREP</p> | <p>Hao Shuo is the Divisional Director of the Manpower Planning and Policy Division at MOM. He has more than 10 years of public sector experience covering a wide range of policy issues such as intellectual property, employment practices and workforce planning.</p> <p>In his current role, Hao Shuo oversees workforce planning, labour market statistics reporting and policy, economic research, and HR sector development. He is responsible for developing policies to help local workers improve their career prospects and resilience to enable them to take on quality jobs with sustainable growth in real incomes, while formulating calibrated foreign workforce policies to ensure complementarity with the local workforce.</p> <p>Before joining MOM, he completed the MSx Program at the Stanford Graduate School of Business. He also holds a Master of Science degree from Harvard University and graduated from the University of Chicago.</p> |
|  <p>Mr Tan Wong Tong</p> | <p>Tan Wong Tong is the Chief Human Resource Officer (CHRO) of ST Logistics Group. In this role, he works closely with the business leaders to strategise, develop, and launch key HR initiatives and programmes to address manpower challenges and issues. As a strong advocate in workforce development, he works in tandem with the business leaders, championing the upskilling and reskilling of ST Logistics' employees.</p> <p>Under Wong Tong's stewardship, ST Logistics was accorded the Skills Award for Employers (The SkillsFuture Award) by the President of Singapore as well as the Human Capital Partnership</p> |

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| <p>Chief Human Resource Officer ST Logistics</p> <p>Member, JREP</p> | <p>Award by the Ministry of Manpower (MOM) for its exemplary HR policies and practices. He also steered the company to be conferred the Workplace Learning Organisation Competence (Gold) at the Inaugural National Workplace Learning Certification Award Ceremony 2022 as well as the Learning and Development with Coaching and Mentoring award at the 16th Singapore HR Awards 2023. He was also instrumental in SSG's appointment of ST Logistics as the SkillsFuture Queen Bee for the Supply Chain Sector in June 2023 to inspire other companies to adopt a culture of continuous learning and development in their workforce development journey.</p> |
|  <p>Mr Marcus Lam Council Member, Singapore National Employers Federation</p> <p>Member, JREP</p> | <p>Marcus Lam is the Executive Chairman of PwC Singapore and he has been with the firm for more than 25 years. Marcus has many years of professional experience providing audit and advisory and consulting services to listed companies, multinational corporations and government agencies across different industries and sectors in Singapore.</p> <p>Outside of PwC, Marcus is active in the non-profit sectors, he is the Deputy Chairman of the Singapore Polytechnic Board of Governors, a Board of Director of LASALLE College of the Arts and a Council Member of the Singapore National Employers Federation. In addition, he is a Director of the Defence Science and Technology Agency, a Chairman of the Edusave Advisory Council, Ministry of Education and Chairman of the Alumni Advisory Board of Nanyang Business School, Nanyang Technological University of Singapore.</p> <p>Marcus holds a First Class (Honours) Accountancy degree from the Nanyang Technological University. He is also a Chartered Financial Analyst and a practicing member of ISCA and a member of the ASEAN Chartered Professional Accountant (ASEAN CPA).</p> |