

## **Profile of Encik Rahmat Hashim**

Rahmat has diverse roles and experience since his involvement in Human Resource more than 30 years ago, working with multi-national companies.

Rahmat joined Standard Chartered Bank Malaysia from 2004 to 2015 as Country Head Human Resources. He was then assigned to Standard Chartered Bank Bangladesh as Country Head Human Resources for 3 years. Rahmat's return as Country Head Human Resources for Standard Chartered Malaysia took effect on September 2018.

During Rahmat's 3-year stint in Bangladesh, he had improved the diversity and inclusion in Bangladesh to improve female representation in the Bank with the objective to develop women colleagues and create a pipeline of women leaders for the Bank. Rahmat is an advocate in building local talent pipeline. He focused on organizational strategy, to include talent conversations on staff engagement, employee value proposition, workforce planning, executive performance and succession planning.

While in Malaysia, Rahmat's primary responsibilities include managing the countries' entire human resource strategies and their executions as well as their overall human resource operations. In 2008, Rahmat's portfolio was extended to cover SCB Brunei and Mekong Region. He successfully built a strong HR team by employing the right people to ensure the division runs with more efficiency and effectively. Rahmat was then tasked to oversee SCB Philippines, SCB Indonesia and Permata Bank, Indonesia from 2012 to 2014. He provided guidance and professional advice and put processes in place to improve efficiency.

Being a strategic thinker, Rahmat is instrumental in positioning SCB closer to be the 'Employer-of-Choice' from HR perspective. His wealth of experience in human resources spectrum, extensive networking and strategic initiatives have guided the SCB's drive to increase its market awareness, through diversification of products and services as well as establishment of strategic alliances on talent development. He also continues to provide opportunities to various levels of internal and external talents, especially Bumiputras, to excel in their professional development.

Rahmat holds a Masters of Business Administration and a Bachelor of Science in Management upon completing his tertiary education in the United States of America. Rahmat was also conferred the Darjah Seri Melaka from the Governor of Melaka for his contributions to the human resource industry.

**Dated : 06.12.2018**