

# PT. JDA-INDONESIA

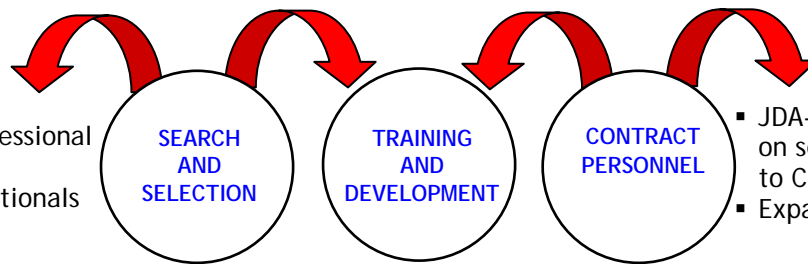
## John Davidson & Associates Indonesia

*Manpower Consultants - Oil & Gas, Mining, Manufacturing & Construction*

PT. JDA- Indonesia is manpower consultant for the Oil & Gas, Mining, Manufacturing and Construction industries within Indonesia.

JDA has been servicing the Indonesian Oil & Gas, Mining, Manufacturing and Construction industry for more than 20 years. JDA- Indonesia is now strongly represented in Indonesia with offices in Jakarta, Balikpapan, Batu Hijau and Tembagapura.

Our Total Human Resources and Manpower Consultancy Services are specifically targeted to suit the needs of the Indonesian market include:



- Technical and Professional Staff
- Expatriates and Nationals

- JDA-Indonesia contractors on secondment contracts to Clients
- Expatriates and Nationals

- Position Description
- Advertising
- Database Search
- Network Search
- Psychological Assessments
- Reference & I.D. Checking
- Remuneration Benchmarking

- Training & Development
- Commissioning & Shutdown Teams
- Cultural & Site Inductions
- Project Bid Assistance, Partnering & On-site Project Support

- Payroll Service
- Visa & Work Permit Service
- Travel & Logistics Service
- Greenfield Service
- Outplacement Services

## PT. JDA-INDONESIA

### John Davidson & Assoc. Indonesia

*Manpower Consultants - Oil & Gas, Mining, Manufacturing & Construction*

7<sup>th</sup> Floor, Plaza Aminta  
 Jl. TB Simatupang Kav. 10, Cilandak  
 Jakarta Selatan, 12310 – Indonesia  
 Phone: +62 21 7590 4835

e-mail: [info@jda-indonesia.co.id](mailto:info@jda-indonesia.co.id)

Visit our web site: [www.jda-indonesia.co.id](http://www.jda-indonesia.co.id)

## RECRUITMENT METHODOLOGY

**Client Briefing and Position Description Determined**



**Development of a Recruitment Strategy**



**Database Search**

**Advertising**

**Network Search**



**Check CV against Position Description**



**Interviews & Assessments (as required by Client)**



**Presentation of Shortlist and Candidate Reports to Client  
(Include Career Overview, Interview Notes and CV)**



**Reference & I.D. Checking (as required by Client)**



**Psychological Assessment (if requested by Client)**



**Agreement on Interview Arrangements**



**Negotiate Employment Offer**



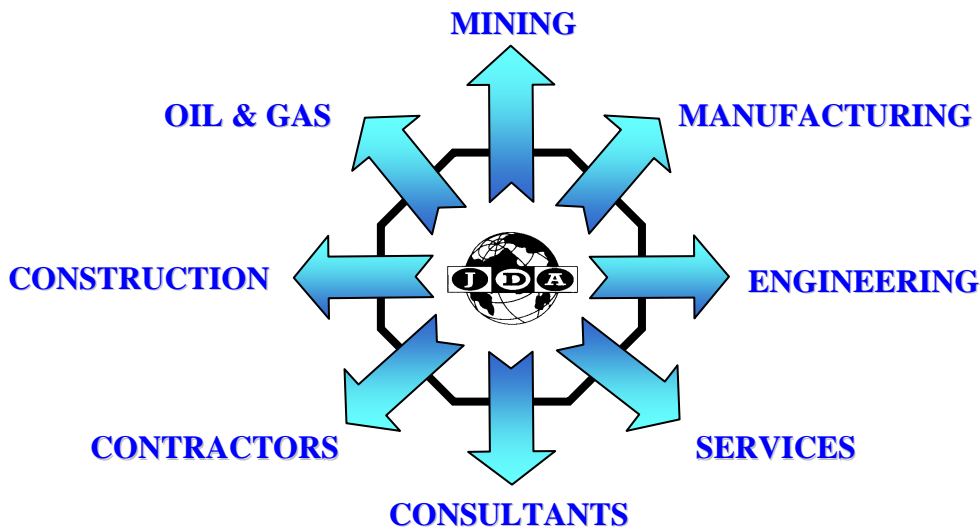
**Advice Unsuccessful Candidates**



**Follow up contact with Appointee and Client**

## JDA-INDONESIA EXPERIENCE

PT JDA-Indonesia main clientele are foreign and domestic companies operating in the following industries:



The services provided to the companies on above fields have been predominantly in the areas of permanent appointment and contractors working on the JDA payroll.

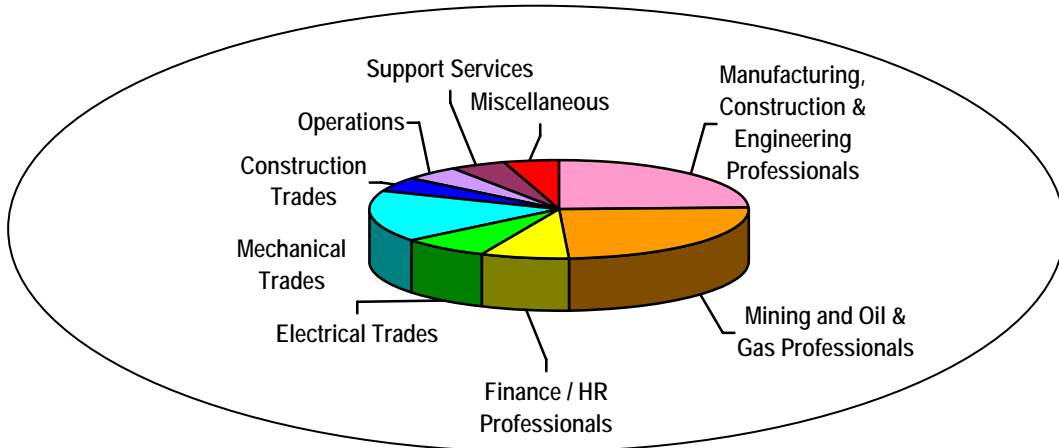
JDA has placed and contracted nationals and expatriates to multi-national companies located in all regions of Indonesia, including Kalimantan, Jawa, Sulawesi, Maluku, Nusa Tenggara Timur, Irian Jaya and Riau. We have also placed Indonesian nationals into multi-national companies in South Africa, Australia, Papua New Guinea and the Middle East.

The scope of work performed for various clients has ranged from providing technical start-up crews to senior management teams. We have further managed the entire human resource function for various companies hence assuming responsibility for all employee affairs.

# THE JDA-INDONESIA DATABASE

## EXPATRIATE PERSONNEL CATEGORIES

The JDA- Indonesia expatriate database contains over 70,000 quality candidates from all disciplines and levels. The main categories that we service are as follow:



CONSTRUCTION & ENGINEERING PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Electrical Engineers</li> <li>◆ Mechanical Engineers</li> <li>◆ Civil Engineers</li> <li>◆ Draftsmen</li> <li>◆ Architects</li> <li>◆ Planners</li> <li>◆ Quantity Surveyors</li> <li>◆ Contract Engineers</li> </ul>

CONSTRUCTION TRADES
<ul style="list-style-type: none"> <li>◆ Building Tradesmen</li> <li>◆ Crane Operators</li> <li>◆ Driller, Diamond, Airtrack, Hydraulics</li> <li>◆ Plumber / Drainer</li> <li>◆ Rigger, Dogman, Scaffolder</li> <li>◆ Surveyors</li> </ul>

MINING AND OIL & GAS PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Mining Engineers</li> <li>◆ Petrochemical and Petroleum Engineers</li> <li>◆ Metallurgists</li> <li>◆ Chemists</li> <li>◆ Geologists &amp; Geophysicist'</li> <li>◆ Drilling Engineers</li> <li>◆ Production Engineers</li> <li>◆ Divers</li> <li>◆ Marine Engineers</li> </ul>

MECHANICAL & ELECTRICAL TRADES
<ul style="list-style-type: none"> <li>◆ Boilermaker Welders</li> <li>◆ Heavy Equipment Fitters</li> <li>◆ Mechanical Fitters / Machinists</li> <li>◆ Electricians</li> <li>◆ Refrigeration / Air Conditioning</li> </ul>

OPERATORS
<ul style="list-style-type: none"> <li>◆ Equipment Operators</li> <li>◆ Process Operators</li> <li>◆ Power Operators</li> </ul>

MANUFACTURING PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Management Positions</li> <li>◆ Marketing/Communications</li> <li>◆ Engineering</li> <li>◆ Distribution/Logistics</li> <li>◆ Financial Controllers</li> </ul>

FINANCE / HUMAN RESOURCES PERSONNEL
<ul style="list-style-type: none"> <li>◆ Accountants</li> <li>◆ Personnel</li> <li>◆ Teachers</li> <li>◆ Analysts</li> <li>◆ Banking</li> <li>◆ Client Services</li> </ul>

## NATIONAL PERSONNEL CATEGORIES

The JDA-Indonesia national database, which is increasing on a daily basis, currently, contains over 45,000 quality candidates. The main national categories that we can service are as follows:

CONSTRUCTION & ENGINEERING PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Architects</li> <li>◆ Planners</li> <li>◆ Surveyors</li> <li>◆ QA / QC</li> <li>◆ Electrical Engineers</li> <li>◆ Mechanical Engineers</li> <li>◆ Civil Engineers</li> <li>◆ Draftsmen</li> </ul>

FINANCE / HUMAN RESOURCES PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Accountants</li> <li>◆ Personnel</li> <li>◆ Economists</li> <li>◆ Trainers</li> <li>◆ Management Positions</li> <li>◆ Insurance</li> <li>◆ Industrial Relations</li> </ul>

MINING AND OIL & GAS PROFESSIONALS
<ul style="list-style-type: none"> <li>◆ Mining Engineers</li> <li>◆ Petrochemical and Petroleum Engineers</li> <li>◆ Metallurgists</li> <li>◆ Chemists</li> <li>◆ Geologists &amp; Geophysicist'</li> <li>◆ Drilling Engineers</li> <li>◆ Production Engineers</li> <li>◆ Divers</li> <li>◆ Marine Engineers</li> <li>◆ Operators</li> </ul>

SUPPORT SERVICES
<ul style="list-style-type: none"> <li>◆ Client Service</li> <li>◆ OH &amp; Safety</li> <li>◆ Security</li> <li>◆ Environmental</li> <li>◆ Secretarial</li> <li>◆ Personal Assistant</li> </ul>

MANUFACTURING
<ul style="list-style-type: none"> <li>◆ Distribution/Logistics</li> <li>◆ Industrial Design</li> <li>◆ Plant Managers</li> <li>◆ Purchasing/Procurement</li> <li>◆ Quality Assurance</li> <li>◆ Supervisors</li> <li>◆ Warehousing</li> <li>◆ Engineering</li> <li>◆ FMCG Professionals</li> </ul>

MISCELLANEOUS
<ul style="list-style-type: none"> <li>◆ Computer / IT</li> <li>◆ Shipping / Logistics</li> <li>◆ Environmental</li> <li>◆ Teachers</li> <li>◆ Public Relations</li> <li>◆ Community Relations and Aid</li> <li>◆ Government Regulations</li> <li>◆ Marketing</li> <li>◆ Real Estate</li> <li>◆ Account Managers</li> <li>◆ Project Managers</li> <li>◆ Analysts</li> <li>◆ Academics</li> <li>◆ Researchers</li> <li>◆ Inspectors</li> <li>◆ Telecommunications</li> <li>◆ Design/Graphics</li> </ul>

- We understand the importance of screening potential candidates.
- We use structured reference checking processes to ensure the integrity of supporting qualifications as well as to validate past experience.
- Comprehensive I.D. checking is also carried out, hence ensuring that candidates comply with all Indonesian Government regulations and legal requirements.

## THE JDA-INDONESIA TEAM

### John Davidson



John Davidson is the **Executive Chairman** of JDA. His career is dominated by his service for CRA on the Bougainville Cooper Project. His experience as the Construction manager in Bechtel Pacific for 20 years encompasses supplying and retailing management, maintenance planning, training management, personnel administration, and has been experiencing in many years, personnel recruitment. Although giving consultancy across all employment disciplines, he emphasizes it on mining professionals.

### Terry Moore



Terry has been appointed as the **President Director** of JDA Indonesia. Terry brings to JDA extensive senior management and marketing experience gained by managing and growing prominent Australian Resources Sector businesses. His clientele has included organizations within the realm of mining operations, construction projects and in Oil and Gas. Prior to his appointment with JDA, Terry held the appointment of Country Manager for Orica Mining Services Indonesia. JDA management is delighted to acquire the services of Terry to lead the growth of the Group in Indonesia and in the South East Asia Region.

## THE JDA-INDONESIA TEAM (cont)

### Luciana Lukman



Having been joining PT JDA-Indonesia since its initial set-up, Luciana has built a deep understanding of the company's operation and philosophy. During her first few years, Luciana was also involved in the recruitment of national candidates. As our **Director**, Luciana is responsible and has an in-depth knowledge of General Affairs and Operational issues, especially with regard to expatriate legal documentation and formality.

Luciana's formal education is in Informatics Management from UPN Jakarta, supplemented by a course of study on Applied Psychology at Universitas Indonesia. She also holds a CPS/CAP Certificate in Administration from the Office Professional Institute.

Prior to joining PT JDA- Indonesia, Luciana spent seven years working under government-joint project, USAID, where she built her career as a Program Development Specialist. In addition, she also has working experience in pricing units for multinational companies in shipping and food industries

### Don Bosco Aritonang



Don joined JDA as **Chief Accountant** in early 2004. He holds a Degree in Accounting from University of Gadjah Mada in Yogyakarta and Master's Degree in International Business Studies from Prasetya Mulya School of Management in Jakarta. Don has extensive experience in Finance Management for various foreign companies. He is responsible for Finance and Accounting reporting and control, as well as Taxation, Payroll and Insurance matters.

### Donna Basalama



Our **National Business Development Manager**, Dana has worked in various industries and services ranging from trading, banking to telecommunications services. He has outstanding knowledge in recruitment and selection for executive search and is also experiences in dealing with the mining, oil & gas and others general sector industries. In this position he is accountable for promoting JDA Indonesia's Services as well as preparing the market strategy for supporting consultant business division.

### Sangkala Wondal



Our newly appointed **Business Development Manager** in Balikpapan, Sangkala has worked in various industries and services. He had several years of experience in trading company and heavy equipment dealers. Before promoted to the new position, Sangkala had more than 3 years experience in leading recruitment and selection for various positions in Mining, Oil & Gas, Construction and Contractors. Now he is responsible to promote JDA Indonesia's Services and maintain existing clients in Kalimantan Area.

## THE JDA-INDONESIA TEAM (cont)

### Suri Januarsih



Our **Consultant Team Leader**, Prior to joining PT. JDA-Indonesia, Suri has had several years working experience in the manufacturing and service sectors. Her strong customer service orientation and leadership skills have made her an efficient team player and is in charge of Accounting, Finance and HR positions for oil & gas and other sectors.

### Dhian Soegijat



Dhian holds a Degree in Psychology (profession) from UPI YAI in Jakarta. Prior to joining JDA Indonesia in July 2005, Dhian has several years experience as Personnel Staff for a Construction Company, as well as a Recruitment Supervisor for a leading electronics Company. She is experienced in recruitment system, salary survey and Organization structure analysis. She is in charge for the recruitment of HSE, Procurement and Administration personnel for oil & gas and other Sectors.

### Agus Sugianta



Agus is a graduate engineer in Electrical Engineering from Universitas Darul ' Ulum. He commenced his career with PT. Freeport Indonesia as Electrical Maintenance and Instructor. He has been employed by several companies mostly in mining sector. Prior to joining consultant team in 2007, he responsible and in charge for engineering sectors.

### Edwin Marta



Edwin has gained sufficient experience in national and multi-national companies. Prior to be employed by PT. JDA-Indonesia, Edwin worked for a national company specializing outsourcing service provider, national and multi-national broadcasting companies and multi-national engineering construction, oil & gas and mining contractors. During those employments he has maintained his expertise in Human Resources areas, especially in Recruitment. While studying at university, Edwin also worked as a tester for his alma mater using psychological tools in recruiting new students of many educational institutions.

## THE JDA-INDONESIA TEAM (cont)

### Feindy Boedi Prakoso



Feindy graduated from the Faculty of Industrial Technology at Jayabaya University in 1997 majoring in Electronic Engineering. Prior working for PT.JDA-Indonesia, he worked for recruitment Consultant Company in Jakarta for 3 years and electronic manufacturing companies for 8 years. He has experience handling recruitment for manufacturing and engineering field.

### Fitri Yanah



Fitri has been working with JDA for about 3 years. Her current position is Administration Support. She is responsible for assisting consultant team in secretarial and general administration such as document and filling arrangements and data base administration. She is currently pursuing her degree in Economic Management.

### Solihin Suhti



Solihin graduated from the Faculty of Education at Mataram University in 1993. In addition, he has participated in various management courses in Japan. Prior to working for PT.JDA-Indonesia, he worked for a joint-venture civil engineering consultant company in Jakarta in Marketing and HR divisions from 1998 through 2003. With such extensive experience, as our Batu Hijau Representative Solihin has been successful in introducing the company's policy and liaising with employees, clients, and related government agencies within the assigned project areas.

### Triatmono



Triatmono is a graduate from Sekolah Tinggi Informatika & Komputer Indonesia (STIKI) in Malang. He started his career as HR Staff for a Mining, Construction & Manpower Consultant company. In addition to his HR expertise, Triatmono is also experienced in database administration, payroll system and recruitment especially for mechanical & electrical engineering positions. Triatmono joined us in December 2002 as Representative for Sorowako – South Sulawesi, Balikpapan – East Kalimantan Area and now he assigned as Sr. Site Representative for Tembagapura office the site of PT. Freeport Indonesia Papua