



Company Profile

2025

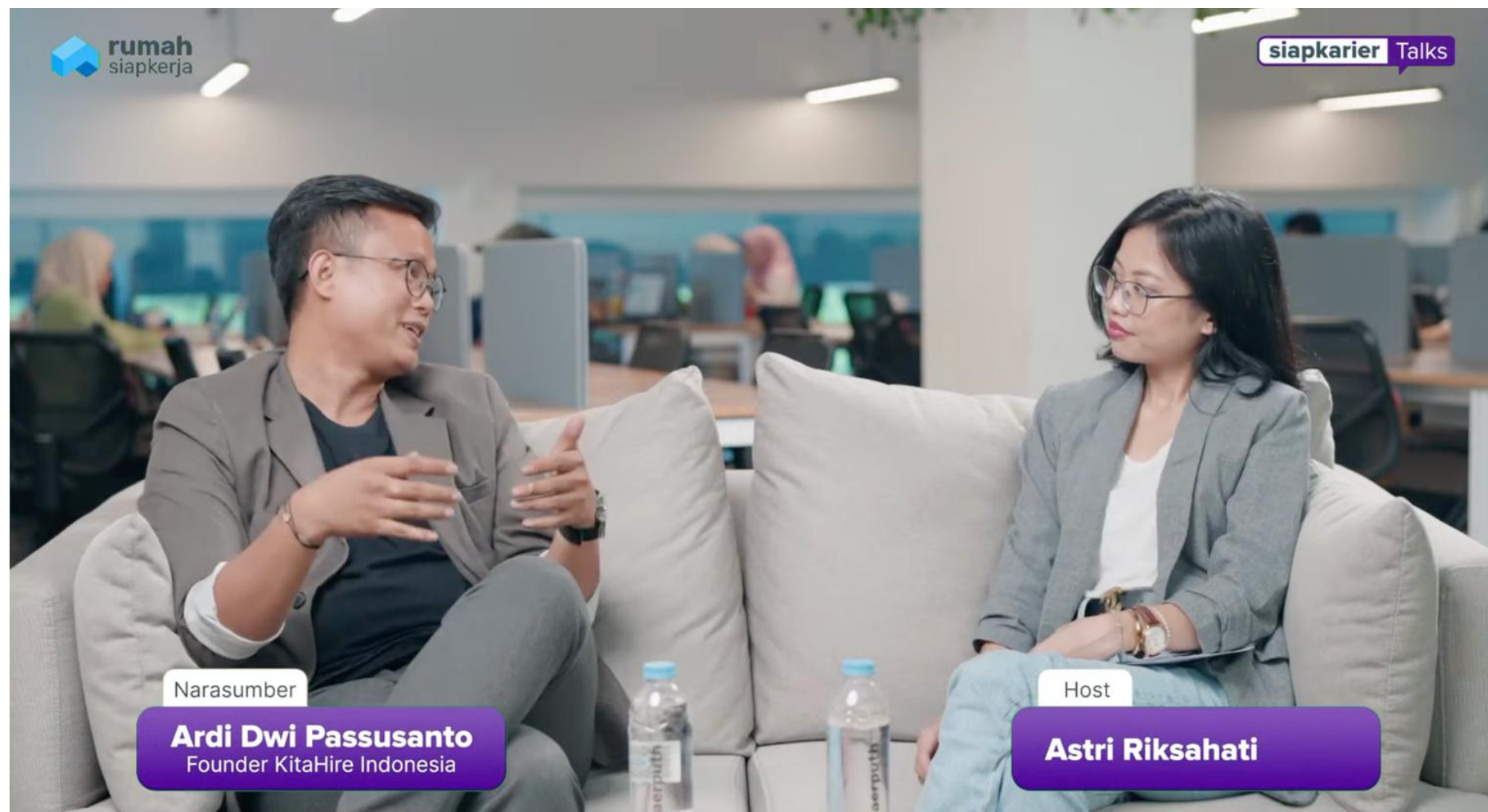
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About Us

About Kitahire Indonesia

Born from the Spirit of Gotong Royong, Empowering the People



Established in 2022, Kitahire Indonesia is the first **socio-hiring platform** to connect professionals to the business with three values, humanizing, simplifying, and people empowerment.

Kitahire Indonesia believes that human resources work in multidimensions that come from the people and to people (**socio-hiring**). We try to create a pro-people system to create more effectiveness to reach the goal of humanizing human resources both the human and the industry.

Our Goals :

Key partners for your recruitment & management consultant.

Identify the right requirement and opportunity

Talented recruitment & management consultant from us

Able to deliver the right HR solutions for your business

Meet the Minds of Kita

Innovating Solutions, Challenging the Status Quo



Founders & Team



Irma Suryaningsih
Founder & Managing Director

Irma Suryaningsih is a human resources professional with extensive experience in developing and leading people strategies within high-growth technology companies. She has held key HR leadership positions where she played a pivotal role in organizational development, talent acquisition, and employee engagement. Irma is recognized for her strategic approach to building strong company cultures and aligning human capital initiatives with business objectives to support sustainable growth and innovation.



Ardi Dwi Passusanto
Founder & Director of Business & TA

Ardi Dwi Passusanto is a seasoned human resources professional with broad experience in people strategy, talent acquisition, and organizational development. He currently serves as HRBP Manager at I IT Solutions group company and contributes to talent development as a Career Coach at MySkill. Ardi's previous roles at several tech startup companies highlight his strong capability in building scalable HR systems and fostering high-performance workplace cultures.



Stanislaus Ivan Gunawan
Founder & Director of Strategic & Operations

Stanislaus Ivan Gunawan is a business professional with extensive experience in sales, partnerships, and talent strategy. He applies a strategic and operational approach to streamline processes, optimize team performance, and build sustainable business systems that support growth and scalability. His work integrates commercial insight with organizational effectiveness to deliver measurable impact across people and operations.



Ultha Jayanti
Senior Consultant

Ultha Jayanti is a psychology graduate with professional experience as a recruiter in the startup sector. She is passionate about talent acquisition and people development, combining her academic background in psychology with a practical understanding of recruitment and organizational needs.

Double Trouble, HR Caught in the Middle

Critical Challenge Facing Indonesian HR Today



Employee's side

Overflowing Talent, Underdeveloped Skills

- Indonesia's HR faces a population boom.
- Population growth hasn't matched industry skill demands.

Degrees and Skills Discrepancies

- 52% of Indonesian employees are underqualified.
- Raises the question: "Are they truly fit for their roles?" - *Cornell University, 2022*

Employer's side

High Level, Low Management Skill

- Indonesia will face a shortage of ~9 million skilled and semi-skilled ICT workers by 2030 - *SMERU's Digital Upskilling for Indonesia*
- Demand exists not only for technical skills but also for soft skills

Having HR, Zero Impact No HR, No Impact

- Many companies rely on outdated practices despite having HR departments.
- Some organizations lack a proper HR team altogether.



Socio-Hiring

Beyond a Process, Becomes The Solutions

Inspired by Indonesia's **Gotong Royong** spirit, Kitahire Indonesia created **socio-hiring**, a people-to-people recruitment model.

Collaborating with a diverse network of recruiters and HR professionals, we identify and connect top talent through our platform, **Fellow**, which integrates collaboration with technology for faster, smarter hiring.

This community-driven approach is cost-effective, efficient, and reliable, delivering streamlined recruitment and personalized HR consulting that empowers both organizations and professionals.

Total Fellow

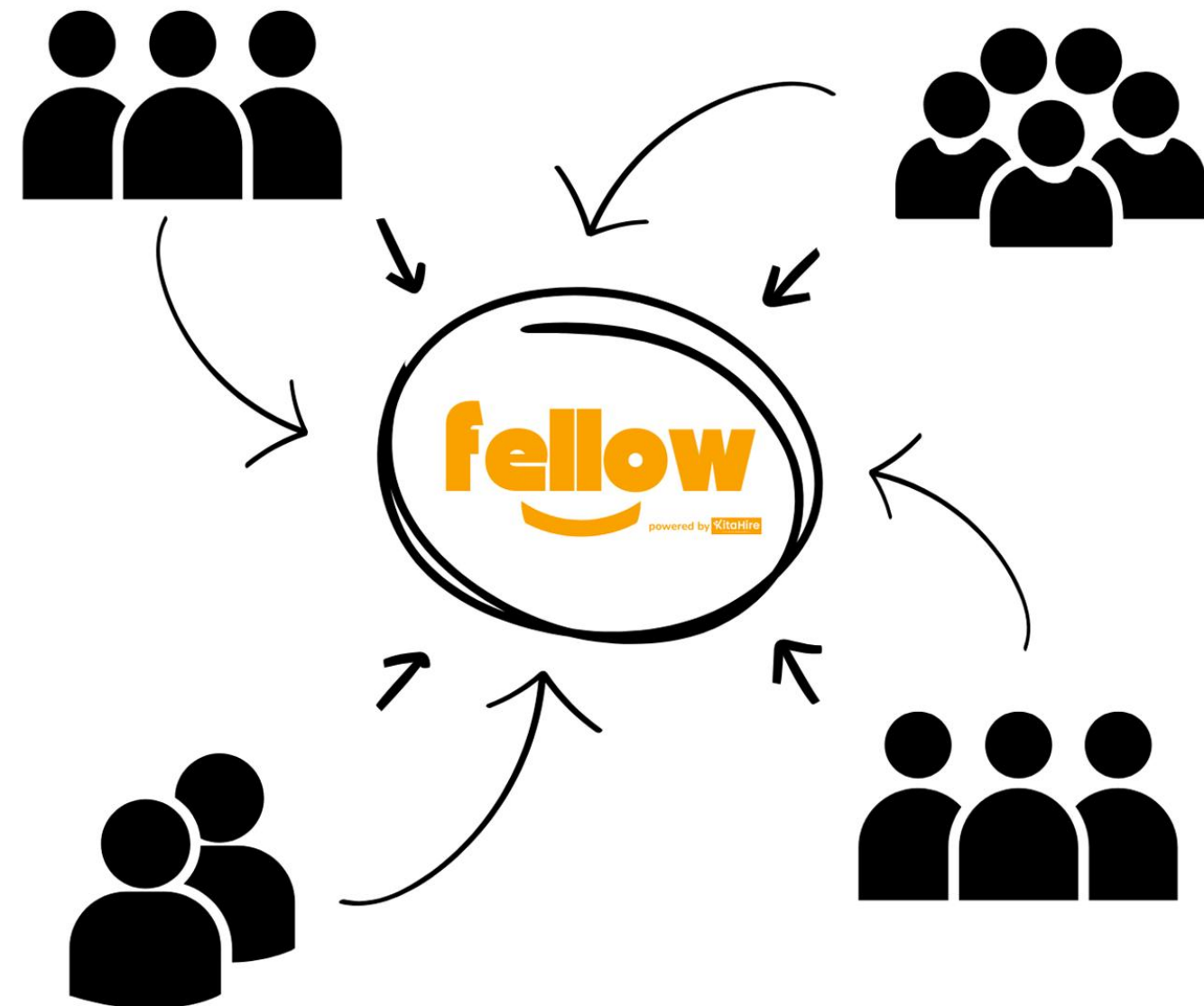
50+ Professional HR
& Recruiter

Background

10+ Various
Industries

Candidates

1,500+ Potential
Candidates



Our Solutions

Our Solutions

Supporting End-to-End HR Chain



KitaHire
talent pool

Recruitment &
Headhunter Solution

kolega powered by KitaHire

Management &
Organization Development

powered by KitaHire
KARIR
360

Personal Development &
Career Coaching

Kitahire Talent Pool

Recruitment, Reinvented



Our socio-hiring platform provides

More Candidates,
“professionally”

1,500+ Candidates

Effective Duration

14 - 28 Working Days

Effective Process,
Effective Cost

12 - 18% Placement Fee

Wide Range Industries

10+ Industries

Kitahire Talent Pool

Recruitment, Reinvented



More Effective, More Benefits

- **Flexible Payment Terms**

We accept 3 times terms of payment within 2 months period after the first day of the candidate's placement.

- **Placement Options**

Applied if placed candidate decided to resign during 3 months probations.

- **Bundling Options**

For our new client, enjoy our 1 free service if you have more than 1 vacancy at the same time.

Our Placement Fee



Entry - Jr Level Managerial	Managerial - VP Level	VP Level - Above
12%	15%	18%
From Gross Annual Salary	From Gross Annual Salary	From Gross Annual Salary

*Terms & Conditions applied

**Gross Annual Salary: Total yearly pay before deductions, including base salary, allowances, and bonuses



Kolega

Building People, Advancing Business

Issues

**“Ineffective HR Process,
Low-Performance Result”**

Root Cause (possibility) :

- No Clear SOP & Company Guidance
- Low Leadership Skills
- Many more...

What We Do

In-depth analysis

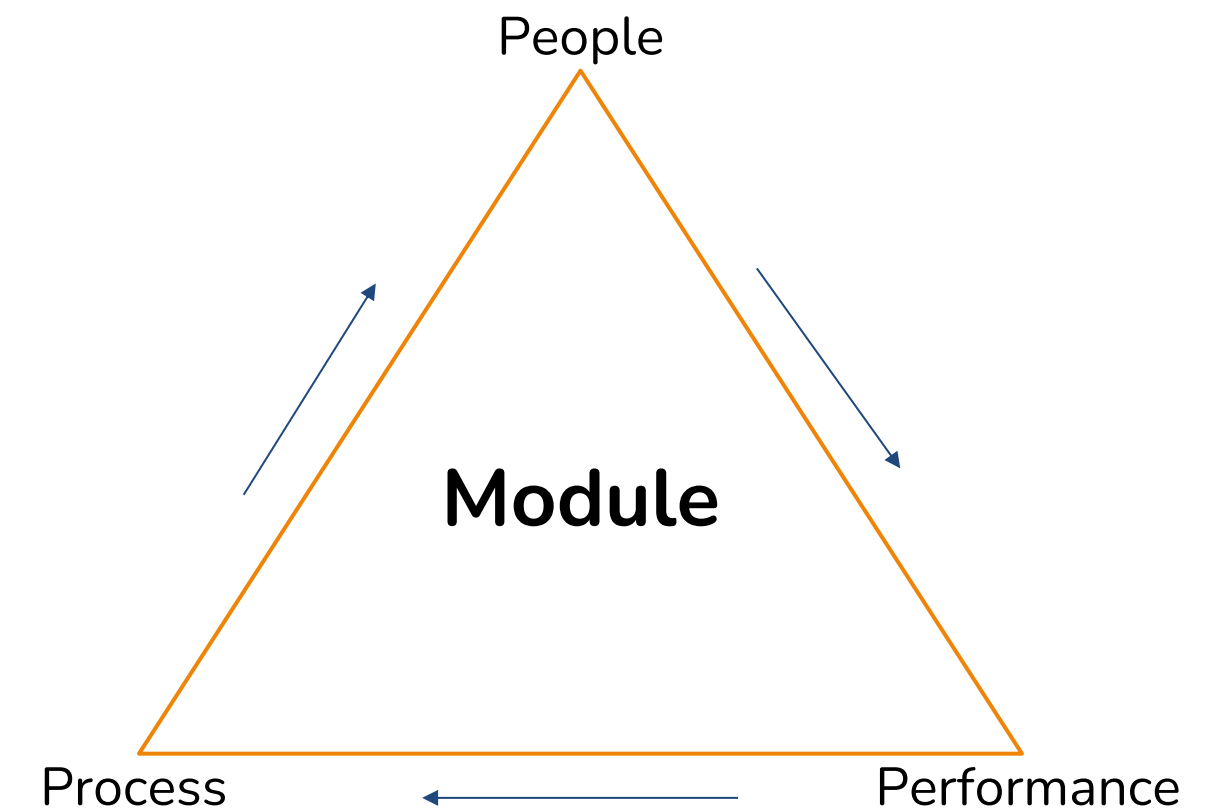
1:1 Interview + Onsite Assessment

Identify Issue



Leverage our community networks
to gather insights beyond the
organization

Outcome



**“Our community-driven and socio-hiring
approach ensures modules are tailored to your
organization’s needs and culture.”**

Kolega Package & Modules



*) Packages that can be adjusted to your needs.

Organizational Excellence Package*

Modules :

1. Organizational Design & Restructuring
2. Policy & Compliance Review
3. Process & Workflow Optimization
4. Culture & Engagement Assessments
5. HR Analytics & Metrics Implementation

*Suitable for : Startup company
or company with no HR support*

Employee Engagement Package*

Modules :

1. Conflict Resolution & Mediation
2. Employee Engagement Programs
3. Performance & Disciplinary Management
4. Communication & Feedback Systems
5. Employee Surveys & Insights

Suitable for : middle-growth companies

Leadership Package*

Modules :

1. Leadership Training Programs
2. Coaching & Mentoring Programs
3. Emotional Intelligence & People Management
4. Succession Planning & Talent Pipeline Development
5. Team Building & High-Performance Workshops

Suitable for : Bigger & established company

We offer more add-ons to support your company:

- Dedicated HR
- Online HR Consultation per week
- Periodically Insight & Performance Report (monthly, quarterly)



Karir360

Our Personalized Training & Career Development

Issues

“Many jobseekers and young professionals struggle to find direction, support, and a safe space to discuss their career or workplace challenges.”

Who Can Join?

- Fresh Graduates
- Young Professionals
- Professionals seeking career direction or guidance

What we Offer

A safe space to talk, reflect, and build your career.

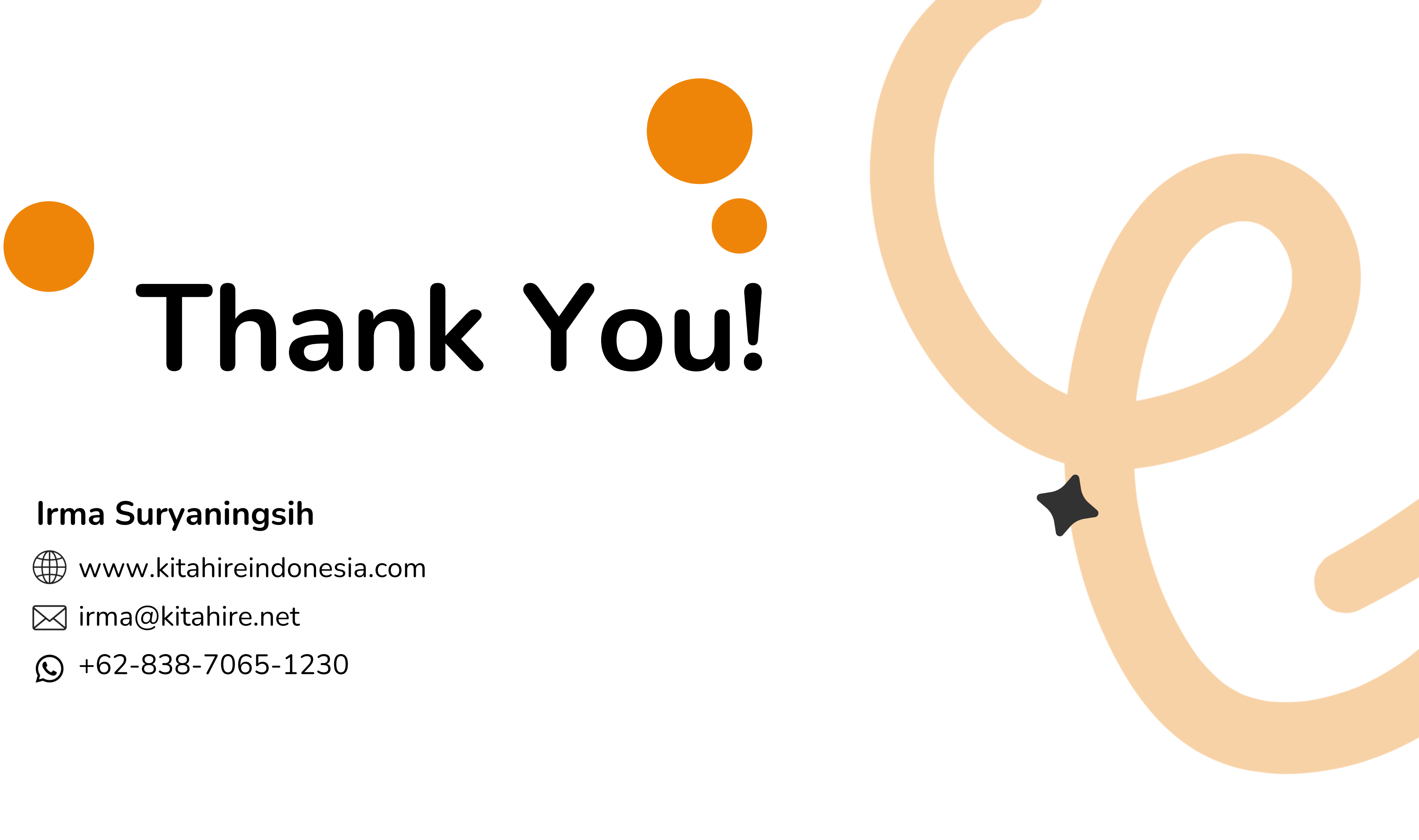
1 : 1 Career Consultation

CV Review & Mock-Up Interview



Community Learning & Access

fellow
powered by KitaHire



Thank You!

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