



## **Global Employer Services Southeast Asia Seminar**

Speakers and panellists profile

1 August 2019

# Guest speakers and panellists

# YBrs. Encik Mohammed Noor Ahmad

## Deputy Director General (Management), Inland Revenue Board of Malaysia



He started his career in IRBM in 1985. He has served IRBM for 29 years in the Kuching Branch and Investigation & Intelligence Center, Kuching. He has served as the Director of Sungai Petani Branch, Petaling Jaya Branch, Director of Processing Department as well as Director of Policy and Operational Division under Tax Operations Department.

Currently, he is the Deputy Director General (Management) for the Inland Revenue Board of Malaysia.

# Chen Fong Tuan

## HR & General Affairs Director for Samsung Malaysia Electronics



Fong Tuan is the HR & General Affairs Director for Samsung Malaysia Electronics. He is responsible for the end-to-end people operations and administrative functions, being a member of the country executive team providing strategic and tactical input to drive organisational goals and business objectives.

Before this, he was the chief people officer of the Mah Sing Group and the director of human resources for B. Braun Asia Pacific. Previously he held senior HR leadership roles with the Maybank Group, British American Tobacco, OCBC and Coca-Cola. He also had a stint with Watson Wyatt (now known as Willis Towers Watson) as Malaysia's talent practice lead, consulting in the areas of talent management, total rewards and human capital strategy.

He started his career with Tenaga Nasional, Malaysia's power utility company, where he was a scholar. He is a qualified professional engineer; holds a first-class honours degree in electrical and electronics engineering from University of Sussex, UK; an MBA in organisational behaviour from Australia; a postgraduate degree from INSEAD and Harvard; and is also a chartered financial analyst.

# Norlida Azmi

## Country Head of HR, HSBC



Norlida has over 25 years of experience in client and risk management, strategy and human capital management within international and regional FIs and corporations, including HP, Citibank, Standard Chartered Bank and Regional Middle-Eastern Banks. Her 18 year international stint included Singapore, London, Saudi Arabia, Qatar and UAE. After 18 years abroad, Norlida joined UEM in 2014 as the Group Chief Human Capital Officer.

She is currently the Country Head of HR, HSBC Malaysia, driving the People Plan and sits on the bank's D&I Council. She is active in several advocacy organisations, including the 30% Club, Leanin, and is a mentor on Leadwomen and YCM programmes.

# Sivakumeren A Narayanan

## Deputy Chief Executive Officer of Malaysia Expatriate Services Centre (MYXpats Centre) of TalentCorp



Siva has been at the forefront of immigration research and development, engaging various stakeholders towards developing policy recommendations to deliver a more facilitative framework for highly skilled expatriates.

His accomplishments include setting up Malaysia's first online expatriate application system, e-Xpats and setting up the e-Xpats Service Centre for the MSC and ICT Industry. He was also instrumental in the re-engineering of the Employment Pass Division of Immigration Department, since renamed to Expatriate Services Division (ESD).

An MBA holder and software engineer by training, Siva is currently the Deputy CEO of TalentCorp and the Managing Director of MYXpats, a subsidiary of TalentCorp Malaysia.

# Deloitte speakers and panellists

# Algy Wadsworth

## Regional Managing Director, Tax & Business Advisory Services, GES, Deloitte Asia Pacific



Algy Wadsworth, a Partner in the Global Employer Services (GES) practice of Deloitte Tax, has over 28 years of global mobility experience managing complex global expatriate tax and mobility programmes across many industries. Algy currently serves as the GES Asia Pacific Region Leader, responsible for growth and service delivery in the Asia Pacific Region and other key priority markets. In this role, he interacts with Firm, Tax and GES leadership globally, and is instrumental in ensuring we bring the best of Deloitte to our clients. Prior to this role, Algy was honoured to serve as the GES East Region Service Line Leader in the US and the Americas Regional Leader.

Algy is a frequent and sought after speaker at several internal and external events, where he shares his experience with professionals looking to align their global mobility programmes with business needs.

Algy is originally from Canada and has had the opportunity to work and live in Amsterdam, Toronto, Düsseldorf, London and New York, and is currently based in Hong Kong. Having lived and worked as a global assignee, Algy truly understands the needs of assignees and is able to utilise this experience when working with our clients to optimise their global mobility programmes.

Algy obtained his Global Mobility Specialist (GMS) certification and is a member of the Society of Human Resource Management (SHRM). Algy received his Bachelor in Modern Languages from University College London in the UK.

# Jill Lim

## SEA GES Leader, Partner, Deloitte Singapore



Jill leads Global Employer Services (GES) in Southeast Asia. She is responsible for the provision of tax consultancy and compliance services to local and multinational corporations relating to their local and expatriate employees in particular, on regional or cross border tax issues arising from international assignments.

Jill has more than 25 years of tax experience, serving local/multinational/listed companies in Singapore/Asia Pacific, as well as high net worth individuals in providing personal income tax compliance and advisory services relating to structuring of cross border assignments, compensation packaging, tax equalisation, pension issues and taxation of equity and deferred compensation employees. She has also assisted companies in making ruling requests to the Inland Revenue Authority of Singapore on tax treatment of transactions and compensation items.

She has a Bachelor of Accountancy Degree from the National University of Singapore. She is a Certified Accountant with the Institute of Singapore Chartered Accountants (ISCA) and is a member of the Singapore Institute of Accredited Tax Professionals (SIATP).

# Alvin Noel Saldaña

## Partner, Deloitte Philippines



Alvin is a Tax Principal with over 13 years of professional experience in tax and corporate services. His experience covers personal/employee taxation, tax assessment assistance, tax ruling applications, tax consulting, human capital and corporate services such as advisory, incorporation, dissolution and registration with government agencies, and mergers & acquisitions. His clients include companies engaged in Services, Consumer Business, Energy & Resources, Financial Services, Manufacturing, Technology, Media & Telecommunications and Life Sciences & Healthcare industries.

Alvin is a lawyer, an accredited tax practitioner of the Bureau of Internal Revenue and an accredited Immigration Consultant of the Bureau of Immigration. He received his Bachelor of Laws from San Sebastian College-Manila, Bachelor of Science in Business Administration from the University of Santo Tomas, and completed his Management Development Program at the Asian Institute of Management.

# Ang Weina

## Partner, Deloitte Malaysia



Ang Weina is a Partner at Deloitte Malaysia's tax practice. She leads the Global Employer Services (GES) Division and has 28 years of experience with Deloitte in Singapore, Japan and Malaysia dealing with employment taxes, mobility policies, immigration compliance, equity compensation, remuneration planning and employer's payroll compliance. She is featured regularly in local media and publications, and has presented at local and overseas forums and symposiums.

Weina graduated from the National University of Singapore with a Bachelor of Accountancy. She is a Fellow of the ISCA (Singapore) & CPA (Australia), an Associate Member of the Chartered Tax Institute of Malaysia and a Chartered Accountant of the Malaysian Institute of Accountants. Weina is a licensed tax agent in Malaysia and has also passed the GST Examination conducted by the Royal Malaysian Customs Department.

Weina is also instrumental in the collaboration between Deloitte Malaysia and Talent Corporation Berhad (under the Prime Minister's Department) in supporting the latter in expatriate immigration and taxation issues. She is also a mentor in the National Women in Leadership Programme under the Government's Economic Transformation Programme and is a member of the Professional Qualifications Advisory Committee (PQAC) appointed by the Board of Directors of CPA Australia.

# Christina Karl

## Partner, Deloitte Singapore



Christina Karl is an Immigration Partner for SEA, based in Singapore. She has over 20 years experience in global mobility having worked for the New Zealand Government as an Immigration Officer, in-house HR role at both Unilever UK and General Electric Singapore and service providers Cartus, SIRVA and Berry Appleman & Leiden. Having lived and worked in New Zealand, Singapore, Netherlands and the UK she is globally focused and able to work across a number of cultures. An energetic member of the APAC Mobility community, Christina is a frequent speaker at industry events and is passionate about immigration compliance while still enabling businesses to operate across borders.

Over the last 20 plus years, Christina has been fortunate enough to work on all sides of the mobility world. Having started as an Immigration Officer, she has an excellent understanding on the fundamentals of immigration policy and an insight to the mechanisms of immigration processes. Having worked for Unilever UK as their Expat Manager and GE as the APAC Immigration Compliance Leader, Christina understands the challenges HR face and is at ease when navigating within this community. Having spent over ten years supporting a large number of clients with their mobility and/or immigration programmes, Christina is able to provide guidance and benchmarking across a wide breadth of industries.

Christina is part of Worldwide ERC SEA Committee and a long standing member of ERC. She is a recipient of both their Distinguished Service Award and Meritorious Service Award.

# Chee Ying Cheng

## Partner, Deloitte Malaysia



Ying Cheng has over 20 years of cumulative experience from major accounting firms. Her primary roles are advising on mobility management, employment tax matters, immigration compliance and shared based compensation schemes. She handles a varied portfolio, comprising major multi-national corporations across most industries, international financial institutions, oil and gas, etc.

Prior to her joining Deloitte, she led the mobility practice of a multinational company as an in-house support in managing global mobility covered areas such as cross border employment taxes, implementation of mobility policies, immigration compliance and employer's payroll compliance in multiple jurisdictions. She is also a regular speaker for both internal and external training and public forums.

# Irene Atmawijaya

## Partner, Deloitte Indonesia



Irene is the lead partner for the Global Employer Services (GES) division in Indonesia. She has over 19 years of experience as tax consultant with the Big 4 accounting and consulting firms. She started her career serving corporate clients for various Indonesian corporate tax matters and then decided to focus on the individual taxation area when the ITA began to enforce individual tax compliance of expatriates working in Indonesia in 2000. Irene specialises in the area of individual taxes and global mobility, such as employer and individual tax compliance, corporate tax considerations in relation to assignment-related tax issues, structuring of reward and benefit packages for employment contracts and international assignments, employee equity plans, tax treaties and dispute resolution.

# Mark Kuratana

## Partner, Deloitte Thailand



Mark has been working in Thailand since May 2005. Prior to working in Thailand, Mark has been working in the United States where he had been advising Fortune 500 companies for many years in the area of International Taxation.

Mark has a wide work experience in the area of international taxation with a strong focus on expatriate taxation. Mark has managed client accounts on a global basis, including extensive coordination with other offices worldwide to help ensure tax efficiency and compliance.

Mark has advised international clients in the areas of strategic tax planning, cross-border tax planning and expatriate tax planning. Some aspects of tax planning that Mark has advised clients on are: early retirement/termination programmes; compensation/benefit arrangements to minimise tax liabilities; employer/employee tax considerations to minimise tax exposure/risk; and structuring of (Company) export sales to derive significant tax benefits.

# Sabrina Sia

## Partner, Deloitte Singapore



Sabrina leads the Global Employer Services (GES) division in Singapore and is responsible for the provision of tax consultancy and compliance services for local and expatriate employees in Singapore. She has extensive experience in serving multinational and local companies in a variety of industries, advising them on mobile employee tax management, as well as on a wide range of individual tax and employer tax compliance issues.

# Thomas (Tom) McClelland

## Partner, Deloitte Vietnam



Tom leads the Deloitte Global Employee Services practice in Vietnam and has more than 25 years of international tax experience, including more than a decade in Vietnam.

Tom has extensive experience dealing with tax and immigration matters of employees and employers, including advisory on tax and payroll compliance review and immigration solutions for international assignees. As well as providing services to foreign invested companies and their employees, Tom has provided Personal Income Tax advisory services to the senior executives of some of Vietnam's largest local listed companies.

Tom has participated closely in the tax reform process in Vietnam over the past decade through sector groups, as well as working directly with the Government authorities. Tom is the Chair of the Tax Committee of the European Chamber of Commerce in Vietnam. In these roles, Tom has made a significant contribution to a development of Vietnam's tax laws including Personal Income Tax.

# Michelle Lai

## Director, Deloitte Malaysia



Michelle Lai has more than 15 years of experience in tax compliance and advisory services, specialising in Global Employer Services (GES). She has extensive experience in personal income tax matters of individuals and expatriates of multinationals and local companies from diverse industries such as oil and gas, financial services, manufacturing and services.

She is the global engagement account Director on one of the largest local Financial Institutions in Malaysia with assignee global movements in 14 countries across Asia, UK and USA. She advises the client on the review of the mobility policy, policy development and also global payroll reporting processes to improve global tax reporting efficiencies. She also handles various other tax advisory and consultancy matters including equity compensation, tax planning and payroll documentation review. She is a regular speaker at seminars and conferences related to employee/employer tax matters, as well as individual tax.

Michelle graduated from the University of Technology Sydney, Australia with a Bachelor of Business (Accounting). She is a member of CPA Australia, Chartered Tax Institute of Malaysia (CTIM) and a Chartered Accountant of the Malaysian Institute of Accountants (MIA). She is also a licensed tax agent in Malaysia.