

# Charles Chih

Regional HR Business Partner / HR Director, Asia Pacific at Axcelis Technologies

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## Summary

Have spent over 15 years with variety of roles in HRM, and have hands-on experience in both region and country in Asia Pacific. Hold several professional license and certificates, including Employment Service Specialist, College Lecturer, MICE license, and is a well known professional trainer in HR area.

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## Experience

### **Director and Senior Consultant at Career Winner**

April 2012 - Present (3 years 9 months)

Provide consultation services to assist clients with integrating effective HR processes, programs and practices into their daily operations. Partnership with HR professional organizations to deliver training programs, especially in compensation management and structure design, to HR professionals.

### **Regional HR Business Partner / HR Director, Asia Pacific at Axcelis Technologies**

February 2008 - March 2012 (4 years 2 months)

Acted as the Regional HR Head to manage a team of 3 people and oversee all aspects of HR management within the region, including recruitment, performance management, compensation and benefits, change management, employee relations as well as talent management. Also, sit within the global HR team, and involved close working with global colleagues to share and implement best practices.

### **HR Director at NXP Semiconductors (Philips)**

January 2006 - December 2007 (2 years)

Acted as a business partner to provide full aspects of HR and administration to the groups of Sales and Marketing Operations.

### **Senior HR Manager, Asia Pacific and Japan at Hewlett-Packard (HP)**

March 1999 - January 2006 (6 years 11 months)

Held a variety of HR roles and responsibilities to support specific Business Units in the region and country levels, These positions included the Regional HR Business Partner for APJ, the Country HR Manager for TSG in Taiwan, and the Recruiting and Training Manager in Taiwan.

### **Consultant-Change Management at Anderson Consulting**

January 1998 - March 1999 (1 year 3 months)

Provided consulting services in human resources and EER /SCM implementation.

### **HR Specialist / Internal Auditor at Far East Air Transport**

1995 - 1998 (3 years)

In charge of workforce planning, organization design, employee career model development, and HR related projects. Acted as a member of Internal Auditor to develop the internal auditing policy & procedure, and conducted the annual audit correspondingly.

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## Publications

### **Never Give Up Studying Abroad (##### )**

Tachih Press (####) March 13, 2013

Authors: Charles C.

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## Skills & Expertise

**Talent Acquisition**

**Talent Management**

**Workforce Planning**

**Employee Engagement**

**Change Management**

**HRIS**

**Performance Management**

**Succession Planning**

**Organizational Development**

**Employee Relations**

**Recruiting**

**Process Improvement**

**HR Consulting**

**Leadership Development**

**Mergers & Acquisitions**

**HR Policies**

**Team Building**

**Organizational Design**

**Career Development**

**Executive Search**

**Management**

**Deferred Compensation**

**Personnel Management**

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## Education

### **National Chung Hsing University**

Certificate, EMBA, 1997 - 1998

### **Northwestern University**

Master, Industrial Engineering, 1994 - 1995

### **University of Missouri-Columbia**

B.S., Industrial Engineering, 1991 - 1994

Activities and Societies: Curator Grant-in-Aid (GIA) Fellowship/Scholarship Dean's Honor Roll

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## Certifications

### **Certificate of Employment Services**

Ministry of Labor - Taiwan      August 2010

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## Languages

**English**

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[Contact Charles on LinkedIn](#)