

## PERSONAL PROFILE

Name - **Mok Lip Poo, Thomas**

## ACADEMIC PROFILE

### Academic

- BSC (Business Administration) California Coast University, USA
- GCE 'A' Level/GCE 'O' Level
- IMD/Unaxis Executive training (Geneva, Shanghai, 2003)

### Professional

- City & Guild (Electrical and Power)
- Certificate in Certified Purchasing Manager (CPM)
- Instruction Skill/Certified ITE Trainer (2001)

### Others

- US Export Control Regulation, Singapore (2008)
- Custom Strategic Goods Control STGC, Singapore (2007)
- Internal Compliance Program, Singapore (2007)
- Export Control, Cologne/Germany (2006)
- Logistics Balance Score Card, Singapore (2001)
- Behavioural Interview Skill (2000)
- Security Management (1994)
- Quantitative Management Skill, Mississippi/USA (1999)
- Supply Chain Management, Singapore (1999)
- Exploring Leadership, Arkansas/USA (1997)
- Management Principles, Memphis/USA (1997)
- Team Innovation, Singapore (1996)
- Contract Management, Singapore (1995)
- Advance Presentation, Singapore (1994)

## CAREER PROFILE - Summary

December 2010 – Present		Senior Consultant, Advance Supply Chain Solutions, Singapore
Aug 2000 - Nov 2010	Oerlikon Singapore	Snr Manager, Global Spares and Services Snr Manager, Trade Control (Asia)
	ESEC (Asia Pacific) Pte Ltd	Director Supply Chain/Logistics
Dec 1996 - Jul 2000	Federal Express Singapore	Regional Manager, Logistics Engineering
May 1993 - Dec 1996	Apple Computer Singapore	Regional Logistics Manager
Sep 1992 - May 1993	Memflex Technologies	Operations Manager
Aug 1989 - Sep 1992	Inti Indorayon Indonesia	Materials Manager
Aug 1972 - Aug 1989	National Semiconductor	Purchasing Manager Test Production Manager Process/QA Engineer

## **CAREER PROFILE**

### **Aug 2000 – Nov 2010 Oerlikon Singapore**

Oerlikon (ESEC), a leading Swiss equipment manufacturer for semiconductor packaging, has major market share in semiconductor die attach, wire bonding and flip-chip machines. Headquarter in Switzerland, Oerlikon (ESEC) has manufacturing facilities in Switzerland and Singapore supported by global sales/service and technical teams.

#### **Senior Manager, Global Spares Parts/Service Senior Manager, Trade Control (Asia) Director, Supply Chain/Logistics (ESEC Asia Pacific Pte Ltd)**

Double portfolio encompassing the following responsibilities and functions:

- Develop and manage cost effective logistics/distribution model in support of spare part sales and services in the three key regions (Asia, Europe and USA).
- Manage spare part marketing and sales and grow the business year-on-year.
- Optimise operational and inventory costs while support spare parts effectively to maximizing machine up-time leading to customer satisfaction.
- Identify, develop and grow service related business opportunities in the regions.
- Fix technical issue and maintain excellent customer service and reduce cost of owning ESEC machines.
- Coordinate with Business Units in the compliance of import/export requirement in Singapore which includes implementation of an internal compliance program in support of the non-proliferation of weapon of mass destruction.
- Coordinate with the Asian country trade control managers on matters regarding export/import in the country where Oerlikon entities are operating in.  
Note – ESEC bought over by Unaxis (2002) which was taken over by Oerlikon in (2007)

### **Achievements**

- Successfully developed co-plan program with key customers to increase parts availability, reduce lead-time and cost, resulted in winning the PQS award, listed in Wall Street, from Intel Corp as their preferred vendor in year 2002.
- Established and implemented standard performance indicators across regions.
- Successfully re-engineered the global spare parts business model. in partnership with a selected global logistics provider. Improving service and revenue growth.
- Recovered lost spare parts business through value propositioning.
- Developed annual spare part budgeting with accuracy of plus-minus 15%.
- Designed and implemented field service management tool which measures cost, efficiency performances.
- Managed efforts from the countries to maintain account receivable to an acceptable level.
- Successful implementation of Export Internal Compliance Program (ICP) in all Oerlikon entities operating in the key countries in Asia.
- Re-modelled logistics infrastructure to support Customer Service Centres in China, Taiwan and the Philippines

## **Dec 1996 – Jul 2000 Federal Express Singapore**

A US\$17 billion company then, FedEx specialises in logistics and transportation services. Its core business evolves around the moving of mail, parcels and freight, utilising its world-wide network of air freighters and hubs. The company moved along with the market demand into logistics services to complement their existing business. It has its headquarter in Memphis, TN with presence in major cities.

### **Regional Manager, Logistics Engineering & Program**

This job encompassed management of all logistics engineering activities, projects and staff in key cities in Asia Pacific. Primarily responsibilities:

- Design efficient and cost effective logistics solutions for customers leveraging on FedEx's world-wide air-network and hub capabilities
- Build and sustain express distribution and global logistics centres within the supply chain of customers.
- Take steps to bring forth eBusiness solution and total supply-chain management with close relation with customers planning structures (etc ERP, MRP).

This job provides exposure to the logistics world and technologies at high level. It allows freedom and creativity in developing of methodology, approach and processes uplifting the management of supply chain and logistics to another level. Leading a team of logistics and industrial engineers to map customers' business processes and design and implement solution to meet customers' specific requirement in their quest for logistics velocity and cost effectiveness.

### **Achievements**

- Successful implementation of global just-in-time delivery, direct ship, cross-docking, factory-to-customer distribution and inventory planning/management for three major high technology customers.
- Successful and timely build up of two global logistics centres in Subic Bay to service a major high technology company in their world-wide distribution efforts reducing product cycle-time and inventory costs.
- Successful implementation of program management giving rise to quick and seamless execution of project and programs at various levels.
- Attained ISO9002 certification for the logistics division in Asia Pacific.

## **May 1992 - Dec 1996 Apple Computer Singapore**

Apple Computer Inc designs and manufactures computer in both hardware and software. Supported by its own operating system, Apple Computer has been continuously challenged by competition, mainly from Microsoft (DOS).

Its headquarters is in Cupertino, California and having manufacturing facilities in Singapore, Cork/Ireland, Fountain/Colorado and Sacramento/California. The Singapore facility comprises the R&D, board manufacturing and system assembly. It manufactures a complete range of computers to support global.

### Regional Logistics Manager

Appointed as the Regional Logistics Manager, responsibilities included:

- Manage all warehouses and shipping/distribution activities in support of the company's manufacturing and global distribution objectives.
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- Managed related costs to an effective level yet maintaining 'best-in-class' processes and support overall company goals.

### Achievements

- Designed freight forecast model achieving freight accuracy to +3% against budget.
- Successful implementation of KanBan, just-in-time delivery, inventory hub downsizing inventory and costs.
- Reduced the number of offsite warehouse, through detailed planning and consolidation, enabling annual savings amounting to >US\$600k and a 50% improvement in inventory turn.
- Outsourced the warehouse and shipping operations to a logistics service provider for effective support (process and cost) of the operations.
- Reduced freight cost 5% annually through regional freight/logistics services RFQ/bid and processes re-engineering.
- Being part of the team that implemented SAP in the EU region successfully.

### Aug 1989 - May 1992 P.T. INTI INDORAYON UTAMA, Indonesia

Indorayon is a division of the Raja Garuda Mas (RGM) conglomerate in Indonesia which deals with a wide range of industries such as banking, properties, rubber, pulp, paper and steel. PT Inti Indorayon Utama has its core business in pulp, paper and rayon distributed and sold world-wide.

### Materials Manager

Responsibility:

- Manage material procurement, logistics and inventory in support of three mills manufacturing pulp, paper, rayon and plywood in North Sumatra.
- Plan and procure raw materials, material handling & storage, traffic and distribution of finished goods world-wide.

- Lead and train local employees to a level of competency in procurement, warehouse management, master and production planning.

### **Achievement**

- Build up the Materials department in a new pulp mill to manage purchasing, planning and warehousing independently.
- Successfully installed and commissioned Wang's ERP system in the remote pulp mill in Porsea/Indonesia which is about 300 km from Medan.
- Re-defined the import/export policies and processes ensuring compliance to local custom excise regulations to be ready to go public.
- Introduced purchasing and logistical policies, measurements and goals across the timber business division leading to minimizing malpractice and corruption within the company.

### **Aug 1972 – Aug 1989 National Semiconductor, Singapore**

National Semiconductor is a global manufacturer of integrated circuits. It has its headquarters in Santa Clara/California with manufacturing facilities in Singapore, Malaysia and Thailand. The Singapore site houses the 'high-end' manufacturing/test functions and the Asia Pacific region office.

### **Purchasing Manager Apr 1984 - Aug 1989**

Promoted to the position of purchasing manager with responsibilities:

- Plan, procure and supply of materials and services required by the Singapore facility.
- Manage inbound/outbound activities, inventory planning and warehousing.
- Coordinate central purchasing effort for selected materials in conjunction with other facilities in Asia Pacific.

### **Achievements**

- Cost saving and positive purchasing price variance of average 8% through price benchmark and negotiation, alternate sourcing and regional bidding leveraging on volume. This resulted in savings of over US\$600K from a US\$200 million annual budget of direct materials.
- Instrumental in the change of surface plating requirements eliminating bond-lifting prone ceramic quad packages avoiding a major loss in revenue. Additionally, this change saved over US\$72k in packaging cost.
- Consolidated purchasing and warehouse functions of National and Fairchild Semiconductor after its merger in 1988.
- Hosted the first Asia Pacific Purchasing Conference aligning purchasing strategy, policies and planning among the operations in SEA.
- Seamlessly consolidated warehouses with no major interruption to the manufacturing

### **Test Production Manager    Apr 1982 - Apr 1984**

Promoted to the position of Test Production Manager  
Responsibilities included managing more than 250 employees operating test systems and processes to achieve test production and quality goals.

#### **Achievements**

- Attained consistently >99% demand fulfilment.
- Successfully transfer of three new products from HQ to the Singapore facilities.
- Introduced SQC (statistical quality control) leading to test yield and quality improvement.
- 30% productivity improvement by increasing machine to operator ratio made possible with changes to machines (minor modification), machines layout, test software review and re-defining of test operations processes.

### **Senior Process Engineer    Feb 1980 - Apr 1982**

Responsible for all non-test processes and equipment in the test production operation covering parts marking, backend/pack processes and production line balancing with key focus on process improvement to reduce labour and material content and to meet challenging package requirements.

#### **Achievements**

- Successfully sourced and commissioned AMT auto load and DIP lead straightener.
- Introduced ultra-violet (UV) mark and cure resulting in higher production rate, throughput and mark quality/permanency.
- 15% work-in-progress (WIP) inventory reduction through process simplification.

### **Process Engineer    Aug 1974 - Feb 1979**

Responsible for the development, documentation, implementation and sustenance of all non-test manufacturing processes for the production of integrated circuit (IC). This also encompassed fixation of process matters, cost effective solutions, productivity improvement and quality-focussed.

#### **Achievements**

- Eliminated micro-cracks on large Die through the introduction of pre-heating and molly-tabbing in the die-attach process.
- Successfully introduced and commissioned the first ever aluminium auto-wire bonding machine (K&S) to the assembly operations. This new generation machine with pin-point accuracy and consistent bond quality had a production rate equivalent to eight operatives.
- Converted gold-plated lead to nickel plated for H-packaging reducing packing cost by >35%.
- Introduced cross-hair guide for gold thermal wire bonding for accurate placement of bonding and UPH increase.

### **Quality Assurance Engineer    Aug 1972 - Aug 1974**

Responsibilities included leading & training a team of QCs to carry out incoming inspection on all raw materials and ensure conformance to procurement specifications. This included development, documentation and implementation of inspection procedures and test methods.

**Achievements**

- Implemented ship-to-stock for vendors with consistent good incoming quality record.
- Reduced defective material inventory from monthly US\$300k to <US\$10k through working directly with vendors on the resolution quality issues.