TK Loh (Loh Tick Kwang)
Global Supply Chain & Operations | Strategic Management & Execution | Digital Transformation & Automation | Semiconductor Industry | R&D, DFX, LEAN 6-Sigma, Quality, NPI, Cost Reduction & Advanced Analytics

CAREER SUMMARY

Over the past two decades, I have successfully led and managed multinational organizations through the dynamic evolution of the semiconductor industry. My leadership philosophy centers on empowering individuals and teams, cultivating a collaborative and innovative culture. My expertise encompasses research and development, engineering, operations, quality assurance, and supplier management. I have driven organizational transformation by leveraging cutting-edge technologies and automation, streamlining processes, and delivering tangible results.

CORE COMPETENCIES

Executive Leadership

- Spearheaded a successful transformation of the R&D organization, leading to the creation of innovative solutions and a significant reduction in time-to-market, while simultaneously achieving substantial cost reductions. Mentored teams in Agile and Design Thinking methodologies to accelerate innovation.
- Led the global operations organization, overseeing a diverse and innovative team across the United States, the Netherlands, Singapore, and China. This cross-functional team managed end-to-end business processes, including NPI, quality management, and automations. We focused on applying LEAN Six-Sigma methodology and extensively used the VSM tool to identify bottlenecks in processes. This holistic strategy significantly shortened K&S's time-to-market reduced operational and materials costs, and markedly improved product quality and customer experience.

Transforming Organization

- Consistently championed talent development. I actively engaged and coached team members at all levels to unlock their full potential, fostering a highly effective and motivated work environment. This translated into successful collaboration that drives innovation, quality improvements, and continuous productivity gains.

Leveraging Technology

- Developed and deployed in-house automation platforms; robotics, IoT, and vision systems to drive significant productivity gains and quality improvements.
- Implemented in-house digitization transformation and utilized 'Advanced Data Analytics' for improved decision-making. These digital solutions enabled organizations to consistently deliver more while using fewer resources, achieving high operating leverage.

EXPERIENCE

Director, Management Consultancy

Conduct Due Diligence as Part of M&A, Consultation on Product Development & Engineering, Supply Chain & Operations Management, COGS Reduction, Organization Transformation.

Clients include Global Private Equity and International Semiconductor Equipment OEM firms

Vice President of R&D Asia - Besi Semiconductor, Singapore

Besi Semiconductor, a leading Dutch multinational specializing in high-precision semiconductor equipment.

- Led an organization of over 200 engineers based in Singapore, driving innovation and operational excellence for the Asian market.

- Successfully transformed the R&D organization, achieving a >20% reduction in time-to-market and a cost reduction of >15% in the bill of materials (BOM) while streamlining R&D expenses. This success stemmed from implementing first principle thinking, challenging the status quo, and fostering a collaborative environment.

- Spearheaded the development and launch of a new variant of High-Accuracy & High-Speed Tape & Reel Die Attach equipment, significantly boosting its performance. Additionally, I led the development of a next generation Die Attach equipment platform, positioning Besi for future market leadership.

Senior Director of Global Operations - Kulicke & Soffa, Singapore

Kulicke & Soffa, a global leader in the semiconductor equipment market, designs and manufactures advanced solutions for various applications.

Corporate Level:

- Long term strategic capacity planning and execution for all business units responding to the cyclic nature of the semiconductor market.
- Long term strategic talent & manpower, manufacturing, and supply chain planning and execution to staying ahead of the innovation curve and driving for improved customer satisfaction.
- Long-term Cost of Goods Sold (COGS) planning and execution for margin growth.

Operations Level:

- Led a global operations organization across US, Netherlands, Singapore, and China, overseeing product development, new product introduction, manufacturing & automation engineering, supplier development & management, and total quality management.

Senior Process Engineering Manager - Kulicke & Soffa, Singapore

- Developed process and manufacturing solutions for the Power-Semiconductors and Hybrid Microelectronics for automotive and Industrial applications for the North American, European, and Asian markets.

Applications / Process Manager – Orthodyne Electronics Inc., California, United States

Orthodyne Electronics, a mid-sized US leader in semiconductor equipment for the global semiconductor markets and was acquired by K&S, allowing it to leverage a broader global network for further growth.

- Successfully transformed the applications department into a highly effective and market-oriented organization. Within two years, this transformation resulted in a 2-fold increase in customer satisfaction. I provided pre- and post-sales engineering support for semiconductor products, driving down costs and improving product quality and reliability.
- My dedication to innovation is further exemplified by my participation in a team that filed US patent [Patent # 20150235983] for a groundbreaking bonding process.

EDUCATION

- 2020 - Stanford-NUS Executive Program in Management - National University of Singapore
- 2017 - Advanced Management Program - National University of Singapore
- 2013 - Master of Science in Applied Economics - Singapore Management University
- 2009 - Certified Six Sigma Black Belt - American Society for Quality, US
- 2002 - Master of Business Administration in Finance - Nottingham University, UK
- 2001 - Graduate Diploma in Financial Management - Singapore Institute of Management
- 2000 - Master of Science in Materials Engineering - National University of Singapore
- 1997 - Bachelor of Engineering in Manufacturing Engineering - Nottingham University, UK
- 1993 - Diploma in Manufacturing Engineering - Singapore Polytechnic