



SHIRLEY JOSEPH

Current Location - Bangalore, India |
Female | Multilingual | Indian |
DoB- 20-Apr-'86

Managed APAC Markets (Regions – AU, IN, SL, MY, SG, TH)

Certified HR Advisor from London School of Management |
MBA-HR

LinkedIn - <https://www.linkedin.com/in/shirley-joseph-25296b24>

I have **10 years of experience** in strategic and consultative Human Resources Management, with focus on Asia Pacific region. **I am a high performer, who has aced my education and have received numerous accolades at work.** My strong conceptual understanding and experience makes my profile suitable for a mid to senior role in human resources involving consulting, design and change at consulting organizations, industry corporates and/or shared services centers. Some of the functional competencies that I am well versed in, are:

- Talent Acquisition
- Performance & Potential Management
- Competency frameworks' design
- Talent development & engagement
- Stakeholder Management & HR Advisory
- Compensation Benchmarking- market analysis
- Organization Restructuring & Change
- Statutory Labor laws

I have also worked on key HRIS tools like Taleo, Brassring, HR Workday, People strong and WeHR. Hands-on expertise with **HCM Cloud-Oracle HR application**. I am a **Certified LinkedIn recruiter**; well-versed with DISC profiling and evaluating personalities & psychometric tests

Key HR Projects:

Context	Action	Result	Achievement
Mid-level recruitment Perth, WA, 2018-19	Closed 18 white collar positions using SEEK™ and head hunting	All positions closed in record TAT averaging at 8 days	I was appreciated by the client, as the TAT was reduced by 50% (average), from a hiring plan standpoint
HR Policies	Wrote the policy manual for the company in 70 days. This included, national and international permit guides	Policy document created that validated by government	Document validation cleared in first attempt.
Job restructuring for a function	Worked on job levelling and archetypes. Streamlined the function that comprised of 6 existing and 2 new roles. The assignment took 90 days and I had also engaged a freelance data analysis person to help me with reports	Report was submitted in time with positions' career recommendations	This was highly appreciated by the function and HR head of the company. I was assigned similar work for audit and finance as well
Human Capital Utilization June-Jul (2019), WA	The company is an automobile manufacturer who wanted their paint service line to be optimized at 2 locations in AU	Report presented and 3 resources rotated	Work appreciated and I won a subsequent similar assignment for the body shop

Fortinet Inc. Manager People and Culture (HRBP)

November 2019- till date

HR Partner for R&D, TAC, CS, Professional Service, Sales & Support for a headcount of 500 employees

- Partnered and driven large scale organization design & executing of re-organization
- Assisted with due diligence, smooth transitioning & integration of M&A process for 50 Cyberresponse resources to Fortinet
- Accountable for execution of People programs, Strategies' employee relations, performance management (PIP), RSU stock programs, Forti-champs Recognition award for high potentials, Career progression and succession planning
- Assisted in development of Outcome based evaluation system to measure impact & effectiveness of HR services
- Initiated various programs like Competitive incentives, Virtual Mentorship, Mettle tests for Sales effectiveness
- Employee effectiveness: Re-designed Diversity and Culture. Glassdoor reviews increased to 4.9/5.0 rating with 99% positive reviews
- Part of 2.0 implementation and testing of HCM Oracle cloud with hands on expertise on HRIS tool
- Key initiatives included development of new Job descriptions, compensation strategy that appropriately aligned employee's salary with market recommendations via Mercer

InterGlobe Technologies (Indigo Airlines)
HR Business Partner

May 2017 to April 2018

A stand-alone role, working with multiple stakeholders for **APAC regions**; for a headcount of 1,250 employees. Responsibilities included:

- Planning, shaping, Developing and Modifying culture, transforming HR functions, implementing solutions for HR projects
- Redesigned and facilitated Organizational structures, implementing and strategizing to bring people, process & technology together
- Projects delivered are: performance management- new technology, Organization Design in 90days, Career coach for High Potentials
- Sexual Harassment committee key member to address queries and exit management counsel- part of shared service and HRSSC
- A positive client and candidate experience with employee satisfaction survey score results an increase by 62% to the previous year

Achievements:

- Attrition was 6.7% compared to YTD and 100% retention rate on high potential employees for 2017-18
- Above target on given KPI delivered
- Appreciated for transformational HR project on banding and grading – 420 hrs.
- Policy change branding via Podcasting was highly appreciated by stakeholders and business managers

A Fairfax Company

May 2013 to May 2017

Thomas Cook Ltd.
Assistant Manager- Human Resources

Kuoni Travel Group
Deputy Manager- Human Resources

This role was a Regional manager's role managing the South market which included

- Overseeing HR Operations, engagement programs, Vendor Management, Payroll inputs,
- Point of contact for **POSH** (Policy for prevention of sexual harassment)
- Ensuring filling of annual and monthly returns to labor compliance officers with HR audit requirements in place
- Timely policy revival as per organizations requirement. Reviewed employee handbook for 2014
- Involved in all executive, leadership and hiring projects for corporate travel clients like Infosys, ABB, Toyota Kirloskar and IGATE, Diageo, TATA Group, Astra Zeneca, Puma, NovoNordisk, Britannia, etc.
- Hiring potentials for all the 6 verticals combined: over 800 FTE's / year

Hyatt (erstwhile Ista)
HR Generalist

Feb 2010 to Feb 2013

Responsible for Employee Engagement, Statutory compliance, Employee Relations and Campus Recruitments for a headcount of 400

Education – Total of Seventeen years (Full time)

▪ MBA – Human Resources & Marketing	from Bangalore University, IN	(71%) Merit	2007 – 2009
▪ BA – Economics and Sociology	from Karnataka University, IN	(87%) Gold Medalist	2004 – 2007
▪ Higher Secondary & Pre University	Sacred Hearts Convent, ICSE	(81%) Class Topper	2002 – 2004

Certification:

- **HR Advisor: London School of Management**
- **Having Difficult Conversations, People Analytics, Managing High Potentials, Organization Culture - LinkedIn learning**
- **LinkedIn Recruiter**

Internship

Hierarchy & Organizational Structure, Indian Railways- Division of SWR, Diesel Engine Wagon shop and Bogie Machine (OJT) - 2008

References will be furnished upon request