

Malathi Tamizhselvan, *Member of NHRD*

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Seasoned HR Leader with 19+ Years of Expertise in Talent Strategy, Employee Development, and Performance Optimization in Corporate and Startup Ecosystems

PROFILE & VALUE

- Orchestrated comprehensive recruitment campaigns, fortifying staffing for significant business expansions. Innovator of learning and development programs, integrating skill competency frameworks with corporate objectives to drive workforce excellence.
- Championed performance management initiatives, resulting in enhanced productivity benchmarks. Proactive in policy formulation and adept in ensuring HR compliance, seamlessly merging best practices with operational requirements.
- Strategic in fostering employee relations, adept at navigating complex HR landscapes, and committed to embedding corporate social responsibility into the fabric of organizational culture.
- Strategic architect in HR digitization and operational initiatives, leveraging technology to streamline HR processes and enhance data-driven decision-making.

EXPERTISE

Talent Acquisition
Business Partner
HR Strategy & Planning
Leadership and Technology Hiring
Performance Management
Resource Planning
Relationship Building
Budget Development
Industry Network
Communication
Project Management
Data Analysis

EXPERIENCE TIMELINE

Aug 2022 – Current	VA TECH WABAG	DGM - HR
Jul 2015 – Aug 2023	L&T Constructions	Manager – HR (TA, BP, TM)
May 2006 – Mar 2015	Mott Mac Donald Pvt Ltd	Senior Advisor - HRD
Sep 2002 – Jun 2003	AGIL Freight Logistics Pvt. Ltd	Executive – HR & Admin
May 2002 – Aug 2002	INS Enterprise Solutions Pvt Ltd	HR Executive – (Recruitment)
Aug 2000 – Aug 2001	India Comnet International Private Limited	HR Administrator
Mar 1999 – Aug 2000	Bhargav Computer Consultants Pvt (Manpower support to US market)	Recruiter
Sep 1998 – Feb 1999	Pentasoftware (Pentafour)	Placement Executive
Jun 1997 – May 1998	Autoline (Citibank Associates)	Executive

EDUCATION & CREDENTIALS

Education: Pursuing Strategic HR Management: *IIM, Rohtak* | **MBA:HR** - *Annamalai University* | **BBA:HR**- *University of Madras*

Selected LinkedIn Certifications: Strategic Human Resources | Visual Thinking Strategies | Employer Branding to Attract Talent | HR as a Business Partner | Human Resources: Using Metrics to Drive HR Strategy

Domain Expertise: IT/ITES | Oil & Gas | Water & Utilities | Telecommunication | Power Distribution | Supply Chain

CAREER PROGRESSION

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|--------------------|---------------|----------|
| Aug 2022 – Current | VA TECH WABAG | DGM – HR |
|--------------------|---------------|----------|
- Leadership in Talent Acquisition:** Managing Talent Acquisition across India, Nepal, Sri Lanka, the Philippines. Gradually expanded TA responsibilities to include additional countries like Bangladesh, Thailand, Malaysia, and Singapore. Leading all leadership, technology, and project-specific hiring initiatives and Process improvement.
 - Practice Establishment:** Initiated and developed the Talent Acquisition (TA) team at Wabag, even in the context of the company's 25-year history, by establishing foundational processes, forms, and SOPs from the ground up.
 - Corporate Initiatives:** Effectively collaborated across multiple domains at Wabag, including enhancing social media, driving branding activities, fostering employee engagement, innovating in Learning & Development, and introducing a new Leadership Induction Program.
 - Strategic Hiring and Cost Efficiency:** Orchestrated hiring and onboarding of over 250 staff members in 10 months without incurring consultant costs. Implemented zero-cost hiring strategies while maintaining high-quality recruitment standards.

- **Branding Strategies:** Developed and led social media engagement and LinkedIn branding to attract top talent. Pioneered advanced recruitment analytics and employer branding, enhancing the overall employee experience.
- **Diversity and Inclusion:** Developed women-centric programs to enrich workplace culture and promote gender diversity.
- **Digital Transformation and Process Improvement:** Implemented an ATS and integrated digital platforms like LinkedIn and Teams. Built the Talent Acquisition process and team from scratch, including workflow finalization and process documentation. Improved recruitment processes, standard operating procedures (SOPs), audit processes, and statutory compliance.
- **Employee Engagement and Wellness:** Introduced health and wellness initiatives, including webinars, health check-ups, and women-centric programs. Supported EE activities and conducted employee surveys with consistently positive ratings.
- **Talent Development:** Assisted the Learning & Development team with campus hiring and training initiatives in digital technologies. Entrusted with developing Key Result Areas (KRAs) for all staff levels, impacting over 1000 employees.
- **Internal Mobility and Employee Referral Enhancement:** Revamped employee referral schemes and promoted internal job postings to enhance internal mobility and engagement.

Jul 2015 – Aug 2023

L&T Constructions

Manager – HR (TA, BP, TM)

- **Leadership and Technology Recruitment Specialist:** Initiated and managed leadership hiring for the CEO's office at Chennai HQ. Instrumental in expanding the Smart World & Communication BU team from 56 to 890 members. Handled recruitment across diverse business units, including Water and Effluent Treatment, Smart World & Communication, and Power Transmission and Distribution.
- **Recruitment Lifecycle:** Orchestrated the entire recruitment lifecycle, from planning and strategizing candidate sourcing to onboarding. Collaborated with leadership teams to define and document hiring forecasts and business priorities. Managed headcount plans, including handling promotions, transfers, and attrition.
- **Grievance and Relationship Management:** Addressed and resolved grievance issues in collaboration with concerned managers. Built strong relationships with business partners to ensure alignment with project goals and targets.
- **Staff Relations and Policy Guidance:** Acted as an escalation point for complex staff relations issues, ensuring effective resolution. Conducted employee engagement activities to foster a positive and inclusive workplace culture. Coached and advised on HR policies, emphasizing continuous employee development.
- **High-Calibre Team Building:** Expanded teams and managed high-value leadership hiring, significantly contributing to business unit growth. Developed and executed inclusive HR strategies, focusing on effective onboarding and employee development. Managed HR functions to enhance employee experience and meet diverse needs of each business unit.

May 2006 – Mar 2015

Mott Mac Donald Pvt Ltd

Senior Advisor - HRD

- **Strategic Recruitment and Expansion:** Led the human resource operations at South Regional Office at Mott, and played a pivotal role in significant business unit expansions.
- **Talent Acquisition and Team Building:** Masterminded the recruitment process, successfully hiring over 500 staff for various levels and positions in 7 years, reinforcing key project teams.
- **Cultural Transformation and Integration:** Spearheaded the cultural transition from Indian Dalal Mott to the global standards of UK-based MNC Mott MacDonald, focusing on HR generalist roles and effective team-building.
- **L&D:** Oversaw the Learning & Development function in Chennai, driving successful e-learning initiatives. Designed and implemented a Skill Competency Matrix, linking training needs to organizational goals.
- **Performance Management:** Initiated and managed the Performance Development Review process, achieving a 100% completion rate for confirmations and renewals. Trained staff on performance assessment processes, achieving high completion rates and improving the performance management system.
- **Employee Engagement:** Acted as the primary HR interface, managing the entire employee lifecycle from onboarding to exit. Guided on complex staff relations issues, promoting best practice approaches, and ensuring compliance with HR policies.
- **HR Compliance:** Contributed to the creation of HR policies and handbooks, ensuring alignment with corporate standards. Advised on staff mobility and contractual issues, facilitating smooth transitions and compliance with employment terms.
- **CSR:** Promoted Corporate Social Responsibility through various initiatives such as charity visits and health camps. Actively participated in environmental awareness programs, enhancing the organization's community engagement.
- **Operational HR Excellence:** Improved internal HR systems and practices, contributing to their adoption across all India Unit locations. Played a key role in specialist HR projects, including the implementation of medical cover for the IMM Unit.
- **Organizational Development:** Assisted in business planning and developed HR strategies in line with business aims. Worked on developing succession plans and identifying talent, enhancing the strategic positioning of HR within the organization.