

Human Capital Strategist | HR Business Partner | Talent Management & Development Evangelist | Talent Acquisition Expert

Maximizing the potential of employees to drive growth; a highly ethical, value-driven leader who improves business returns by innovating human capital with the intellectual horsepower needed to negotiate ambiguity and paradox. Develop and attract, enrich, and retain the best talent needed to capacitate businesses for sustainable growth and profitability.

- Inspiring HR Manager with **nearly 14 years** of experience across diverse industries and cultures with a track record of devising and executing coherent best-in-class HR vision, strategies & policies to shape high performing cultures and enhance profitability
- Strategic thinker, **advising leaders as a business partner**, fueling positive development & high-performance culture
- Progressive history of building HR policies, functions, and teams from the ground up, **leading an HR organization for 800+ employees**, and bolstering retention, engagement and performance
- **Voice for progressive change**; revitalized the HR department in a short time frame; **implemented Workday and Online Portal** to automate the recruitment process from hiring to onboarding stage
- **Initiated talent retention & attrition management strategies** in collaboration with senior leadership teams and created employee-centric solutions towards manpower retention
- **Passionate Advocate of Diversity & Inclusion**; worked on legal advice and policies around Equal Employment Opportunity, Equal Pay Act, The Civil Rights Act, Zero Tolerance for Workplace Harassment, Prevention of Sexual Harassment at Workplace & Workers' Committee
- Innovative strategist recognized for **exceptional leadership** in creating high-performance organizations; competency in forming & leading efficient HR teams by being a magnet for talent and developing their core skills to deliver world-class performance

COMPETENCIES



HR Planning

- Strategic HR Planning
- HR Policy Making
- HR Processes
- Partnering with BU Heads
- HR Management Consulting



Employee Management

- Hiring
- White and Blue collar employee management
- Talent Development
- Employee Engagement
- HR Analytics



HR Operations

- HR Operations
- Automation
- Industry Benchmarking
- Policy Implementation
- PMS
- Statutory Compliance

Work Experience

Synchronoss Technologies | Senior HRBP

Dec 2021 – till date

Currently reporting to India Head – HR, working in Design Engineering Business Unit, handling employee strength of 600, spread across National Office. Leading a team of 3 HR to drive the company's efforts to be a great place to work. Steering the performance management process; lead the goal-setting process with business leaders and cascaded KRA & organizational strategy communication across cross-functions. Working as Strategic Business Partner to the Business Managers and Directors aiming at delivering people solutions to business problems and shape business strategy by taking care of people related matters, along with HR budgeting. Collaborating with senior leadership teams to develop and execute long-term & short-term HR strategies aligned with organizational objectives and conduct business performance / monthly & quarterly reviews

Work Experience

PricewaterhouseCoopers (PwC) | Assistant Manager - HRBP

May 2017 – Oct 2021

Currently reporting to Director – HR, working in Design Engineering Business Unit, handling employee strength of 780 - 800, spread across South India & National Offices. Leading a team of 3 HR executives to drive the company's efforts to be a great place to work.

HR Business Partnering:

- Working as Strategic Business Partner to the Business Managers and Directors aiming at delivering people solutions to business problems and shape business strategy by taking care of people related matters, along with HR budgeting
- Collaborating with senior leadership teams to develop and execute long-term & short-term HR strategies aligned with organizational objectives and conduct business performance / monthly & quarterly reviews

Performance Management System:

- Steering the performance management process; lead the goal-setting process with business leaders and cascaded KRA & organizational strategy communication across cross-functions
- Conducting various people interventions like competency mapping, talent review to identify high potentials and ensure capability development across levels, successions planning, performance development assessment, N-1 hirings, design & implement better people management practices
- Mentoring senior & middle-level leaders for better alignment to organizational values, competencies & behaviours
- Enhancing managerial & employee capabilities through effective coaching and apply learning interventions

Compensation / Salary Benchmarking:

- Directing all compensation programs, including performance-based annual bonus, performance management process, salary reviews, salary surveys, job analysis and evaluation, and reward & recognition
- Analyzing the pyramid and annual remuneration cost movement for the businesses and accordingly take corrective actions

HR Operations:

- Driving workshops & forums to help senior leadership teams for effective business process engineering
- Developing stimulating HR induction formats & content and a system of centralized business induction
- Heading HR engagement, events & fun activities such as Family Day, Wellness Session, Annual Festival for employees

HR Analytics - Prepared monthly HR Dashboard, headcount, attrition, new joiners and payroll

Maxim Integrated | Senior HR Executive - HRBP

Feb 2013 – May 2017

Reported to India HR Head and spearheaded a team of 2 members for driving HR function with manpower of 250+ employees spread in offices at Gandhinagar & Ahmedabad. Led long-range strategic planning to anticipate the innovation of change initiatives that promote people productivity, organizational efficiency, and cost-effectiveness.

Talent Acquisition: Designed & implemented recruitment strategy including recruitment solutions, job posting optimization, backfill funnelling & recruitment marketing channel development

- Delivered talent acquisition decisions to manage the talent cadre and pipeline as per the agreed Talent Mix of the organization
- Formulated workforce/talent strategy (in collaboration with the hiring managers) relating to hiring practices; consulted with the hiring manager on compensation & benefits, and so on
- Optimized most cost-effective throughput from the channel mix of resourcing; while building partnerships with vendors

Employee Engagement & Culture Building: Innovated interventions of making the workplace an employer brand of choice

- Supervised the launch of numerous programs akin to talent hunt, sports carnival, fun on the floor, community relations, family day, wellbeing activities, festival celebrations, trekking, and rewards & recognition to increase employee drive and commitment

Led performance appraisal, reward recognition programs, incentive system and conducted managerial/technical training sessions according to the PMS to enhance the managerial and soft skills

Built a Learning & Development (L&D) framework to drive performance, capability and created a talent pipeline in the organization; delivered training on the new systems to the employees

Drove HR Operations and ensured compliance with policies as per Indian markets

- Pioneered new systems and implemented ATS in India and delivered training programs for seamless adaptation
- **Salary Benchmarking** with the help of research vendors
- **Maintained payroll system,** enhanced compensation plans, rewards & recognition scheme, policies and communicated them across different levels within the organization

Previous Experience

Jun 2007 - Dec 2012

- **Philips Innovation Campus | HR Operations Executive** | April 2012 - Nov 2012 - Oversaw complete HR functions and implementing strategies that meet the overall business goals. Incorporated Philips HR policies and processes, ensuring statutory compliances
- **EF Information System | Senior HR and Recruitment Executive** | Aug 2009 - Feb 2012 - Established operations in India as the 1st office, increasing headcount from zero to 200 over the tenure. Established HR practices, policies, processes & systems as per Indian compliances and statutory guidelines
- **Mafoi | Associate Recruiter** | Feb 2008 – Jul 2009 - Handled full life cycle of recruitment for all domains in IT companies; receiving 8 Best Performer Awards in 14 months. Pan India Topper in 2008 - Achieved 300% target in the year 2008
- **System Domain | Placement Coordinator** | Jun 2007 – Jan 2008 | Coordinated with corporates from various engineering sectors, helping students in securing jobs in top companies, after completing their certification programs

Education

- Organization Development | TATA Institute of Social Sciences
- Strategy Human Resource Leadership | Cornell University
- 2006 | Bachelor's in commerce (B.Com.) | Calcutta University, Kolkata