

# S. KARTHIK

Strategic HR Leadership: Championing Diversity & Inclusion, and Engagement for Organizational Success

Renowned as one of the 10 Best Chief People Officers in India by Tradefloc in 2023, for exceptional contributions to the HR field

Chennai, Tamil Nadu | +919884305046 | karthikemperor@gmail.com | [linkedin.com/in/karthik-selvaraj-hr/](https://www.linkedin.com/in/karthik-selvaraj-hr/)

## PROFESSIONAL SUMMARY

Results-driven HR leader with over **16+ years** of experience in strategic HR management, talent acquisition, diversity and inclusion, performance management, and employee engagement. Proven track record of streamlining processes, implementing automation solutions, and achieving a remarkable **70% increase in employee retention**, along with significant **cost savings**. Successfully revamped & optimized HR policies and aligned HR strategies with business goals for organizational success.

## WORK EXPERIENCE

### 5 Years of Startup Consultation Experience

2018 - 2023

Held positions as a **Board Member, Senior HR Leader, and HR consultant** in companies spanning various industries, including the US Mortgage domain (Home Intel), Digital IT solutions (Ziffity Solutions), Fintech (Chargeback Gurus), AI-Robotics Process Automation (Antworks), and Startup Incubation (IIT Madras Research Park)

- Led Diversity & Inclusion initiatives, including promoting Equality Employment Opportunity, **Women Back to Work**, Employer Branding and **LGBTQ+** initiatives.
- Established Employee Welfare program to provide medical and financial support during challenging times, resulting in 70% employee retention.
- Revamped HR and **company policies**, leading to a 30% increase in employee engagement and satisfaction rates.
- Acted as **PoSH Champion**, establishing compliance committees and investigation panels for Pan India Operations.
- Strategized **Competency Mapping, Succession Planning** and Chaired monthly meetings with key business unit decision-makers to identify roadblocks and suggest customized solutions to stakeholders to ensure the goals are met as per the company's futuristic road map of progression
- Streamlined **annual performance review** process from 8-10 weeks to 4-6 weeks using standardized Excel templates.
- Conducted audits and evaluations to ensure **compliance** with ISO 270001, ISO 9001, and HIPPA regulations.
- Coached over 75 First Line Managers and Senior Managers, improving people management skills and aligning them with business goals.
- Sound knowledge on maintaining **compa-ratio** and periodical revision of **Compensation and Benefits**.
- Implemented various strategies to increase the success of "**Offer to Joining**" ratio, reduced TAT to close critical requisitions under Talent Acquisition.
- **Slashed hiring costs** by 20-40% and saved onboarding time for new hires.
- Presented **Annual Operating Cost Budgets** to US and Singapore management teams, facilitating informed financial decisions.
- Introduced automation solutions during the pandemic, such as remote productivity monitoring and digitalization of onboarding and documentation processes using HRM tools like Workday, BambooHR, Peoplesoft, and ZohoOne.

### Highlights:

- Amplified company valuation by 9X through successful support of **Due Diligence Audit** during a merger/acquisition.
- Reduced TAT to hire critical requisitions by 40% and formulated Incubation project for skeleton staffing /succession planning.
- **Decreased attrition** rates by 20% through analysis of monthly and quarterly attrition reports.
- Implemented **Career Path Matrices** and **Employee Satisfaction Surveys**, resulting in **25% higher employee engagement**.
- Boosted employee productivity by 25% by implementing remote work monitoring strategies.

## **12 Years of Experience in Multi-National Companies**

**2006 - 2018**

### **Global Talent Manager / Senior Engineering - Recruiter, Ooyala, Chennai**

**Dec 2016 - Feb 2018**

*(a US-Silicon Valley-based Product development- Video Monetization company)*

- Pioneered HR presence in India as the **first HR team member**, contributing to the establishment of India operations from inception.
- Constructed 4 central business units with more than 25 employees each as the HR Business Partner and set up an Excellence Centre at 1:3 times of cost to hire (India vs the US hiring cost) within a span of 10 months (Technical hiring).
- Streamlined hiring formalities, implemented a structured and transparent onboarding process, and completed induction on the very first day for new hires, ensuring a memorable and warm experience.
- Developed and implemented **employee-centric policies**, resulting in an employee satisfaction ratio of more than 4.5/5.
- Collaborated with the Compensation and Benefits team to define the comp-ratio for the Chennai site and ensure the company had strong branding in the local talent market.
- Spearheaded initiatives to promote gender diversity and equal opportunity, along with employer branding efforts from project inception.

### **Senior HR Staff Employment Coordinator, Symantec Corporation, Chennai**

**Jul 2008 - Dec 2016**

*(A global cyber security leader, known for Norton Anti-Virus product)*

- Orchestrated the coordination efforts with the Compensation and Benefits team to implement a synchronized performance management system (**Career Path Matrix**) across multiple Pan India locations.
- Strategized and executed exit interviews while developing innovative employee retention strategies, resulting in a notable 20% reduction in attrition rate.
- Excelled as a star performer in the Global Talent Acquisition team, deftly managing US/EMEA/APJ requirements and fostering seamless collaboration with overseas counterparts.
- Streamlined and optimized the onboarding process as a Staff Employment Coordinator for Chennai and Bangalore sites, ensuring statutory compliance and a seamless experience for new hires.
- Pioneered the Campus Hire program, forging strong partnerships with Tier 1/2/3 colleges to attract top-tier talent.
- Spearheaded internal and external audits, ensuring unwavering compliance and the highest standards across all HR processes.

### **Senior HR Officer, Allsec Technologies, Chennai** *(on a short-term-deputation by CS Solutions Inc)*

**Dec 2007 - Apr 2008**

### **Senior IT Recruiter, CS Solutions Inc, Chennai**

**Oct 2006 - Dec 2007**

- Managed end-to-end recruitment process for US-based positions, including H1B filing and transfer, 1099/Corp to Corp/W2 assignments.
- Developed strong vendor management relationships, successfully hiring both full-time and contract employees.
- Activated Offshore Support Team for US Office, coordinating H1B transfers and working with attorneys for employee relations.
- Proficient in H1B filing, H1B transfer, 1099, Corp to Corp, W2, contract to hire, direct clients, tier layers, and vendor management.
- Recognized as "Star Recruiter" for exceptional performance and contributions.

## **RECOGNITIONS**

---

- **10 Best Chief People Officers in India, Tradefloc, 2023** ([linked here](#))
- **Volunteer at 'We are Your Voice'- an initiative connecting socially responsible HR Professionals and employers with differently-abled & transgender budding professionals.** ([linked here](#))

## CERTIFICATIONS

---

### **GPHR (Global Professional in Human Resource) Certification**

*2022- Ongoing*

International Human Resource Certification Institute (IHRCI)

### **The Role of HR as a Business Partner Certification**

*2010*

Skillssoft

## CORE SKILLS

---

### **Technical Skills**

- HRM: Zoho People, Workday, Peoplesoft, SAP
- Employee Referral Tool: Simppler, CRM - Salesforce
- ATS (Applicant Tracking System): Zoho Recruit, Naukri
- Expense Reporting and Management: Concur, Oracle R12 (Procurement), Jira Software, MS Office tools
- RMS, TAM, Workday Recruiting, Kenexa, Avature, Jobvite

### **Industry Strengths**

- Strategic HR Leadership
- HRIS/ Automation
- Diversity and Inclusion
- HR Policy Development and Implementation
- Organizational Development
- Employee Relations and Conflict Resolution
- Talent Management and Succession Planning
- Brand Immersion
- Employee Engagement and Retention
- Leadership Development and Coaching
- Performance Management
- Labour Law & Compliance Management
- Change Management
- Experience in New Office setup

## EDUCATION

---

### **Doctorate (Diploma) in Management Studies (DMS) spz. Performance Management**

*2013-2015*

Kazian School of Management, Mumbai

### **MBA / PGDM in HR & Marketing**

*2004-2006*

Indian Institute of Planning & Management, Chennai

### **B.E, Computer Science Engineering**

*2000-2004*

PMR Institute of Technology, Chennai