Result-oriented HR Professional with 20+ years of extensive skill in Managing & Implementing HR & Talent Acquisition Strategy, Organizational Development, HR Policies & Procedures, achieving Best HR Practices, Learning & Development.

**Core Competencies**

* Talent Acquisition Strategy
* Employer Branding
* Organizational Restructuring, Competency Mapping
* Planning and Executing PMS, HR - Policies and Procedures
* Total Quality Management, Six-Sigma – Green Belt skilled.
* Executed Team building workshops.

**Address: B – 66, Vidhani Mount View, Plot No. – 68, Sector – 17, Vashi, Navi Mumbai, Maharashtra, 400703. INDIA.**



Soomeet Bali

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: [www.linkedin.com/in/soomeetbali](http://www.linkedin.com/in/soomeetbali)

**Professional Experience**

# Shoolini University– Solan – Himachal Pradesh – India: Deputy Director (Head) – HR Sep 2024- Onwards

* Approach and attain effective recruiting strategies to source, screen and recruit high quality contenders.
* Benchmark and deploy the best practices for better Employee Engagement.

**Amity University Mumbai – Navi Mumbai – India: Deputy Director (Head) – HR** May 2017 – Sep 2024

* Approach and attain effective recruiting strategies to source, screen and recruit high quality contenders.
* Initiate actions pertaining to execution of Performance Appraisal Systems - for Management, Teaching, Non-Teaching, and support staff.
* Represent University at various HR, Professional and Industry conferences, and events to increase brand visibility.

**ANI Instruments Pvt. Ltd. – Mumbai – India: Head - Manpower Services** Mar 2016 – Sep 2016

* Oversaw the HR portfolio along with the delivery of deputation business for domestic and international clientele.
* Benchmarked the best practices for better Employee Engagement, Communication, and HR related IT / HRMS initiatives.
* Steered the Deputation Vertical for Engineering, Power Sector, Oil & Gas, Construction, Telecom, IT and Automotive verticals.

**En-World Japan – Mumbai – India: CRM – Lead** Jan 2015 – Feb 2016

* Administered delivery of INR 20 million of business in CY 2015: Sourced new business of INR 75 Lakhs.
* Managed the Recruitment team for Telecom, Construction, FMCG, Pharma, Automotive and IT Service verticals.
* Proposed Employee Development Strategies and established partnership with Institutions for Career Development.

**Evinqo Technologies Pvt. Ltd. – Navi Mumbai – India: Senior Manager– HR** Jan 2010 - Dec 2014

* Conceived, Enriched and Reconstructed policies, to create robust HR process.
* Practiced Performance & Potential System for PMS to determine “Hot-Moderate-Low” Job Analysis.
* Commenced structured Learning & Development to enhance the required competencies at each level, for succession planning, working skills, managerial skills.

**Al Fara’a Construction Group – Abu Dhabi – U.A.E.: Manager – Recruitment** Sep 2008 - Dec 2009

* Focused on thorough Recruitment strategy to support vision and growth of the group.
* Supervised recruitment drives in several countries in GCC and lead employment drives across South-East Asia.
* Synchronized & performed, internal / external training programs on technical / soft skills.

**WNS Global Service Pvt. Ltd. – Mumbai – India: Manager Recruitment** Jan 2005 - Aug 2008

* Steered Recruitment drives to attract potential best talents for various divisions in B & C level cities.
* Engaged more than 600 key associates and middle level professionals over 3 successive quarters,
* Brought down the total hiring cost by 25%.

**Al Rostamani Group – Dubai – U.A.E.: Deputy HR Manager** Nov 1999 - Dec 2004

* Applied Performance Management system based on Balance Scorecard method.
* Supervised the integration of HRIS systems across the group to satisfy employee needs.
* Representative of the employee relations desk to assist employee concerns and crises.

**NIIT Ltd. – Mumbai – India: Placement Manager / Asst. HR Manager** May 1995 - Oct 1999

* Placements of NIIT students in Domestic and International Job Market.
* Supporting the HR Team in day-to-day HR assignments.

**Professional Qualifications**

* **Ph. D. (HR),** Amity University, (Pursuing).
* **MBA – HR & Marketing,** Swami Vivekanand Subharti University, (2022).
* **Certificate of Commitment,** Central Vigilance Commission, New Delhi (2016).

# Microsoft Certified Professional (1997).

* **GNIIT - Diploma in Systems Management,** NIIT Limited, (1996).
* **Bachelor of Commerce**, Mumbai University (1995).