

NITENDRA PATEL

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HR Professional with 24 years career distinguished by commended performance and proven results in handling full spectrum of human resources function. Project experience in various aspects of HR such as productivity enhancement, organizational climate survey, organization restructuring, long term capability building programs. As a Gallup-Certified Strengths Coach he enjoys contributing in mentoring and coaching people to help them grow professionally to develop their full potential focusing on strengths which eventually help them professionally and in personal life.

CORE COMPETENCIES

Aligning HR strategy to business strategy, Talent acquisition, Training and Development, Performance Management, Leadership Development, Retention Strategy, Succession planning, HRIS, Policy Formulation & Implementation, Compensation Benchmarking.

PROFESSIONAL EXPERIENCE

**Symphony Limited, Ahmedabad, India
Vice President & Head Human Resource**

January 2016 – Current

Leading Human Resource function of world Leader Company in Air Cooler manufacturing having head quarter in Ahmedabad, India and subsidiaries in Mexico, China and Australia, Brazil and USA. As Head HR, responsible for human resource functions for all corporate functions, manufacturing, Research and Development, India Sales, Global ecommerce, D2C and international Sales. As key management team member partner with leadership team to achieve business goals through capability building, accountability building and people performance. Major responsibilities include:

Achievements:

- Great place to work certification for Symphony Limited
- Transformed HR function from support service function to strategic advisory business partner
- Achieving stretched KRAs of HR scorecard without any deviation and helping business partners to achieve their goals
- Implemented effective PMS system with balance score card approach including core targets and initiatives
- Designed competency framework for unique roles and implemented in an online portal for behavioral assessment
- Implemented variable pay and LTIP program for middle and senior team members
- Successfully implemented - Employee recognition programs, Learning and development platforms, Succession planning, mentoring program

**Biotech Vision Care Pvt. Ltd, (Biotech Group), Ahmedabad, India
Vice President – Human Resource**

April 2014 – December'15

Leading global HR function and partnering with business leaders to drive Human Resource function for ophthalmic medical devices manufacturing (2 plants in Ahmedabad, 1 in Roscommon - Ireland), research operations, corporate functions, global sales and marketing, overseas subsidiaries (Turkey, Brazil, Switzerland).

Major responsibilities include:

- Capability building through talent acquisition to ensure growth plan of the organization for India and overseas operations
- Responsible to build effective Global Sales Structure in line with business plan and manage HR activities of overseas subsidiaries
- Performance commitment and accountability building at all level in the organization
- Establish learning and development system for employees to support the individual and organization development
- As an HR Business Partner implemented business health check process and system to closely monitor Business performance
- Ensuring statutory compliances under various labour laws for manufacturing site

Achievements:

- Established a process of Performance Management with commitment and accountability 'Lakshya'
- Created platforms for Organization Effectiveness, Operation Excellence and Continuous Improvement projects
- Reduce the attrition by 15% in management grade through various initiatives in 1 year time
- Implemented Performance Based Incentive Program for Domestic, Global Sales employees, Support Service Function
- Established employee and organization brand through Social Media which resulted to get best talent from competitors
- Implemented Employee Recognition programs across the organization
- Implemented structured capability building program in research and development, operation, global sales and marketing

**Cadila Healthcare Limited (Zydus Cadila), Ahmedabad, India
General Manager – Human Resource**

April 2007 – September 2013

Leading a team of 8 members and partnering with business leaders to drive Human Resource function for generics formulation R & D (2 locations), vaccines R & D (1 Location), early opportunity R & D (1 Location) activities and Vaccine manufacturing plants. Major responsibilities include:

- Devise and ensure implementation of strategies for competency & capacity building to achieve the project deliverables in the Stipulated time frames.
- Benchmarking productivity and facilitate to enhance the productivity to achieve the goals of the business units
- Create and implement a proactive recruiting process to attract on time right talent at all levels
- Establish learning systems which includes Training and Development activities, Knowledge sharing sessions.
- Ensuring effective Performance Management process at all levels
- Ensuring statutory compliances under various labour laws for all four sites
- Ensuring smooth and effective administrative services at all four sites
- HR MIS for all Manufacturing plants and R & D units

Achievements:

- Established the recognized HR functions at 4 different R & D locations
- Partnered in creation of Center of Excellence (COEs) with objective to increase focused research with increasing productivity of Research functions
- Created a stable and consistently performing senior leadership to support the long-term organization vision at all locations
- Recruited more than 500 Management grade employees in 6 years to support expansion plan of the organization
- Ensured to build capability for niche research areas like Transdermal, Pulmonary, Complex injectable, Early opportunity Research, Vaccine research and first to file product development
- Reduce the attrition by 10% in management grade through various employee engagement initiatives – Induction, Development programs for MDPs for consecutive 3 years, Collaborative learning at leadership level, reward and recognition program
- Designed and implemented Succession Planning for key positions
- Consistently rated as an Outstanding Performer with 3 promotions in 6 years' service tenure

Wockhardt Research Centre, Aurangabad, India
Manager - Human Resource

March 2006 – April 2007

Head of HR functions for R & D – Aurangabad & CRO - Mumbai division. Major responsibilities include:

- Recruitment & Selection process for Generics, Drug Discovery & Biotech, and Clinical Research professionals.
- Employee Induction & orientation
- Ensuring effectiveness of the Performance Management process

Torrent Pharma Research Centre, Gandhinagar, India
Assistant Manager - Human Resource

September 2001 – March 2006

- Manpower planning and budgeting for R & D Centre
- Recruitment of Pharma Scientist (Generics & Drug Discovery Research, CRO) and non- Scientific employees
- Coordinating & organizing post joining processes for new joiners
- Performance reviews and reward management
- Identification and implementation of important retention measures
- Career roadmap for star performers for both vertical and lateral movements.
- Benchmarking of Compensation packages with respect to industry standards

Achievements:

- Consistently rated as an Outstanding Performer
- Recruited more than 250 scientists in 6 months period for the period 2004-05
- Implementation of Compensation Benchmarking for Scientific staff
- Played an active role in setting-up project based KRA-KPI Performance Management System

Harsha Engineers Limited (EOU Division), Ahmedabad, India
Officer – Personnel & Administration

April 1999 – September 2001

Shri Nityanand Cotspin Limited, Ahmedabad, India
Officer – Factory & HR

December 97 - April 1999

EDUCATION, CERTIFICATION

Master Labour Welfare (1997), Gujarat University, Ahmedabad, India
B.Sc. in Physics (1995), C.U. Shah Science College, Ahmedabad, India
SAP Certified Application Associate- HCM (2013), SAP ERP 6.03 EHP4
 Accelerated Strengths Coaching by Gallup, USA
 Certified Performance Management Ready, Aon Hewitt
 Date of Birth : 5th February, 1975