

Kaushal Patel

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Core Competencies / Specialties

**Compensation and Benefits, Job Evaluation, Organization Design,
Performance Management, Talent Management, HR Business Partnering**

A brief synopsis

Meticulous and a versatile professional holding experience of 16+ Years in strategizing, planning and partnering business needs with a high degree of execution focus and demonstrated success. A proven track record in defining strategic HR road map and managing employee end-to-end life-cycle. A well-rounded experience in HR strategy, business partnering and specialist roles. Possess a naturally collaborative style honed over the years by working in complex and ambiguous environment essentially requiring patience, maturity and clarity of thoughts.

CAREER PROFILE

Cadila Healthcare Limited (<http://zyduscadila.com/>) - Jul 10 to till date
(*\$ 2 billion Indian pharmaceuticals MNC with operations across the globe*)

As **Lead HR Group – Compensation and Benefits**, I am responsible for designing and execution of organization's compensation and benefits program which are in alignment with Group's philosophy and business strategy.

Highlights

- Creation of Pay Ranges for Unique Job Roles (UJR) across organization.
- Creation of compensation guidelines for employee hiring and retention process.
- Increment Framework for Performance Management Process based on pay ranges.
- Designing and implementation of Variable Compensation Scheme for Senior Management Team.
- Global Job Evaluation Exercise and applications of Job Evaluation in organization design, talent management and C & B processes.
- Engaging with compensation consulting firms for annual market benchmarking
- Review of existing HR policies and benefits.

Certifications:

- Certified practitioner Guide Chart Profile Method for Job Evaluation by Korn Ferry Hay Group
- Certified Reward Professional – Aon Hewitt Learning Center
- Certified Trainer for “Targeted Selection (BEI Methodology)” by DDI
- Certified Engagement Professional – Aon Hewitt Learning Center
- Associated Certified Coach - ICF (Pursuing)

As **Head HR of R & D vertical** with 800 scientist spread over 3 locations, I was responsible to drive talent strategy for business unit which involved talent acquisition, talent development, employee engagement and retention of key talent, succession planning and managing all the facets of employee life cycle.

Highlights

- Partnered with business for effective change management during organizational structural change.
- Talent Acquisition of 500 + scientist for multiple research functions.
- Designing and implementation of rewards and recognition interventions (Kshitij, Thanks Buddy, Pat on the Back)
- Designing and implementation of structured onboarding programs (90days plan, Anugam)
- Identification and development of high performing manager for succession planning (ALTIUS).
- Partner with business leaders to drive the performance management process.
- Managing team of 5 people.

Piramal Pharmaceuticals Solutions (<http://piramalpharmasolutions.com/>) – Jul 09 to Jul 10

(A subsidiary company of Piramal Healthcare Limited involved in contract research and manufacturing)

As **Head HR of R & D vertical**, I was responsible to drive talent acquisition, performance management and employee engagement along with entire employee life cycle of R & D scientist.

Highlights

- Establishment of HR Systems and process at new unit
- Facilitating annual Gallup Engagement Survey

Torrent Pharmaceutical Limited (<http://torrentpharma.com/>) – Sep 06 to Jul 09

(\$ 1 billion Indian pharmaceuticals MNC with operations across the globe)

As an **HR Business Partner**, I was responsible for talent acquisition, talent engagement and retention of field force across the country.

Highlights

- Talent acquisition of Field Force across country for all field levels
- Employee connect with field staff through period field visits
- Establishing connect with academic institutes for entry level hires
- Core team member for configuring SAP recruitment module

Cadila Pharmaceutical Limited (<http://cadilapharma.com/>) - Apr 04 to Sep 06

(Ahmedabad based privately owned Pharma Company with sales and distribution in over 85 countries across the world)

As a **HR Business Partner Roles for** Emerging Marketing and internally promoted as **HR Head for API Manufacturing Unit** (USFDA approved facility) with 600 employees.

Highlights:

- Talent Acquisition of field force for overseas operations.
- Managing end to end employee life cycle for API manufacturing unit.
- Negotiations with internal unions and sign-off for the union settlement.
- Instrumental in setting up the operations of a new acquired manufacturing facility.
- Managing a team of 4 people along with Administration and Security Function.

JMC Projects (India) Limited (<https://www.jmcprojects.com/>) – Jul 02 to Apr 04

(Ahmedabad based Construction Company working on Pan India Projects)

As an **Executive HR**, I was responsible for gamut of HR activities for construction sites in North and West India.

Highlights:

- Creation of competency framework for functions with technical and behavioral dimensions.
- Incorporating the competency elements in PMS process and core team member of annual increment process.
- Managing compensation and payroll of 800 employees across the country
- Resolution of employee grievances related to payroll and established strong people connect

EDUCATIONAL DETAILS

- 1. MBA (HRM)** Faculty of Management Studies, M S University of Baroda (2000- 2002)
- 2. BE (Chemical)** Dharmasinh Desai Institute of Technology, Nadiad (1996 - 2000)

STRENGTHS

- Strategic - Able to sort through clutter and find the best route
- Responsibility – Ownership and commitment to deliverables
- Self-Assurance – Able to take risk, challenges and deliver
- Ideation – Exploring new perspectives
- Arranger – Capability to understand work in diverse and complex situations

PERSONAL DETAILS

Age / Gender: 39 years / Male
Marital Status: Married
Languages known: English, Hindi and Gujarati
Nationality: Indian
