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| **Since Oct21 to**    **–**    **March22**      **Sr.**  **Manager**  **–**    **HR, IR, ER (HOD),**  **Syam Trelleborg tire LLP, Bharuch**      **SUBHAS BISWAS**  **Human Resource Management – Industrial Relations| Employee Relations**  Acknowledged for strengthening companies to lead in highly competitive situations, targeting senior level assignments in **Human Resource Management** with an organization of high repute  Location Preference: **Pan India**    subhasbiswas69@gmail.com, [subhascbiswas69@rediffmail.com](mailto:Subhascbiswas69@rediffmail.com), 07990349575/ 09723706678 |
| knowledge24x24icons Profile Summary |
| * **Achievement-driven professional** with an experience of nearly 26 years in **Industrial Relation, Employee Relations, General Administration, Contract Labor Management, Employees Relations, Grievances and Dispute Settlement** * **Transformation Expert Liaisoning up to state level with GPCB, DISH,ALC, DLC, PF COMMISSIONER, Local authority :** instituted change-management practices in the organization, including organizational restructuring & manpower rationalization initiatives, steering competency development and talent management initiatives in the organization * Exposure to Payroll Statutory compliances, Industrial Relation, Employee Welfare, Union Settlement Negotiation & Liaison, CSR Activities, Payroll and Administrative Works * Worked on two **Greenfield Projects** in Gujarat Flurochemicals Ltd., Bharuch, Dahej, Syam Trelleborg tires LLP, Saykha,Bharuch * Extraordinarily delivered excellence in managing court operations that includes settling 4 court cases under Factories Act in Gujarat Flourochemicals Ltd., Dahej * **Strategy architect** in the development of innovative HR initiatives to streamline processes and capitalize on organizational growth opportunities; attended 7A case under P.F. Act. (Determination of money from the Employer) of Marida Chemical Ltd. at Rajkot RFFC, RPFC Ahmedabad for APM Terminal, Rajula * **Operational competencies include** Strategic Planning, Change Management, Training & Development, Performance Management & Industrial Relations; attained a 7A Case with RPFC – Ahmedabad and dissolved the same * **Successfully lead teams of HR Professionals who instituted best HR practices** on Recruitment techniques, cost effective Training & Development, Competency Mapping, Performance Management, Compensation Strategies |
| core24x24icons Core Competencies |
| |  |  |  | | --- | --- | --- | | **Human Resource Management** | **Industrial Relations** | **Administrative Operations** | |  |  |  | | **Employee Relations** | **Quality Assurance** | **Talent Acquisition** | |  |  |  | | **CSR Operations** | **Cross Functional Coordination** | **Workforce Governance** | |  |  |  | |
| career24x24icons Career Timeline |
| **Jun’95 – Oct’96**  **Time Keeper, Kadakia Alkalies & Chemicals, Ankleshwar**  **Jun’11 – Mar’16** **Manager –IR/ER, Gujarat Fluorochemicals Limited, Dahej**  **Mar’08 – Jun’11** **Officer – HR, IR & Compliances, APM Terminals Pipavav (Gujarat Pipavav Port Ltd.), Amreli**  **Oct’04 – Mar’08** **Bharuch as Officer – HC & GA, Welspun Gujarat Corp Ltd.**  **Oct’96 – Sep’04** **Assistant Manager – Personnel & Administration, Mardia Chemicals Limited, Surendra** **Nagar**  **March22 to Till date**   **Plant Head – HR, IR, ER (AGM)**  **Since Oct21 to – March22**  **Sr. Manager – HR, IR, ER (HOD), Syam Trelleborg tire LLP, Bharuch**  **Mar16 to – Till September2020**  **Manager – HR, IR, ER (HOD), Inox Wind Ltd, Ahmedabad**  **Apcotex Industries Ltd. Valia, Bharuch.** |
| Significant Highlights and Contributions   * Attained 100% statutory compliance in Gujarat Pipavav Port and achieved 100% statutory compliance and 96 % contract labour compliance in Gujarat Flourohemiclas Limited * Managed one live case under the Negotiable Instrument Act, 1881 under section 138 in Inox Wind Limited * Followed and achieved target of retrenchment process of 175 employees from Inox Wind Limited, Ahmedabad * In-depth knowledge of Labour Laws; possess valid experience in teaching of the same in Bhartiya Vidya Bhavan, Mumbai (Narmada College Bharuch Kendra) * Successfully managed 3500 contract labors in ABG Shipyard, Dahej; managed 4 death cases in Gujarat Flourochemicals Ltd., Dahej * Handle Agitation Strike * Work Experience   **Presently working as Plant Head -HR,IR, Admin (AGM)- Apcotex Industries Ltd., Valia Bharuch since March 2022**  **Sr. Manager – HR & Admin at Syam Trelleborg Tires LLP, Bharuch. Since Oct 2020 to March 2022**  **Manager – HR, IR, ER (HOD), Inox Wind Ltd., Ahmedabad Mar’16 – Sept2020**  **Manager –IR/ER, Gujarat Flourochemicals Limited, Bharuch Dahej Jun’11 – Mar’16**  **Officer – HR, IR & Compliances, APM Terminals Pipavav (Gujarat Pipavav Port Ltd.), Rajula Mar’08 – Jun’11**  **Officer -HR & Admin ABG Shipyard Ltd, Dahej April 2008 to March 2009**  **Officer – HC & GA, Welspun Corp. Ltd., bharuch Dahej Oct’04 – Mar’08**  **Assistant Manager – Personnel & Administration, Mardia Chemicals Limited, Surendra Nagar Oct’96 – Sep’04**  **Time Keeper, Kadakia Alkalies & Chemicals, Ankleshwar Jun’95 – Oct’96**  **Key Result Areas:**  **Industrial Relation**   * Acting as a trainer to on-board Managers on labour and other related statutory requirements * Spearheading entire gamut of operations such as CSR activities in surrounding villages, redressal of employee’s grievances * Coordinating with Collector Office for various CSR activities with-in the district * Formulating & implementing HR strategy including manpower planning, attracting and retaining talent, performance management, individual development planning for management employees * Implementing & monitoring deployment of corporate HR processes and system (Recruiting, PMS, Reward and Recognition, ESS, C&B, IDP) * Delivering comprehensive advise on HR processes to management employees, strive for excellence in deployment of processes in order to facilitate smooth operation of HR processes at the Business Unit * Preparing annual budget, meeting needs of housing, health, sanitation of labour & staff and managing the overall welfare & wellbeing of workers & their families * Negotiating with vendors for arranging events / cultural programme for contract workmen and providing travel assistance, transport management and other regular transactional activities * Supervising Canteen, House Keeping, Stationery, Vendor Management, Guest House and Courier Operations   **Highlights:**   * Supervised Trade Union Management, maintained excellent relations for smooth organizational operations and delivered excellence in LTS and other issues followed; core LTS Committee Member in Welspun Corporation Limited * Formulated Contract Labour Strategy: identified correct contractors and ensured processing of contract bill in a timely manner * Managed legal court cases with company advocate * Successfully negotiated wages & bonus with union and provided counselling on absenteeism case * Ensured 100% compliance to all statutory compliances at the plant * Liaised with government departments like labour department GPCB PF and ESIC   edu24x24icons Education   * **I.R.P.M. (Industrial Relations & Personnel Management) from Bharatiya Vidya Bhavan with 50 % in 2006** * **Diploma in computer from LCC, Ankleshwar in 1995** * **B.A. from North Bengal University in 1991**   IT Skills   * **Proficient with SAP, MS Office and Internet Applications**   Personal Details  **Date of Birth:** 15th February 1969  **Languages Known:** English, Hindi, Gujarati & Bengali  **Permanent Address:** B-401 Dholeshwar Residency, Bopal, Ghuma, Last 1No. BRT Bus Stand. Ahmedabad -380058 |
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**SUBHAS BISWAS**

**Contact**: 07990349575/ 09727069568

**E-Mail**: subhasbiswas69@gmail.com, subhascbiswas69@rediffmail.com

Dear Sir

Please find the resume attached for the position of AGM HR and IR. I'm particularly interested in this position, which relates strongly to my **nearly 22 years of experience** in the areas of Human Resources Management Industrial Relation, Employee Relations, General Administration, Contract Labor Management, Grievances handling and Dispute Settlement, besides others.

I **am presently associated as Sr. Manager – HR, IR, ER with SYAM Trelleborg Tires LLP Bharuch ,** Ibelieve I meet all the essential criteria for the position. I am an achievement - oriented professional with excellent people management skills to manage change with ease and I am now willing to take up roles in Human Resource Management with an organization of high repute across Pan India.

I am keen to join your firm due to its leading position in the industry, great organizational culture, spirit of innovation, professionalism that characterizes your firm and its employees. I am attracted to this role on account of the that it offers.

I appreciate your efforts in taking the time to review my credentials and experience. Looking forward to a positive response from your end.

Sincerely,

SUBHAS BISWAS

Enclosure: Resume