

Professional Summary

Transformational HR Leader with 18+ years of experience in IT/ITES/BPO, driving strategic growth, innovation, and excellence in global organizations. Proven expertise in HR Tech, User Experience, Talent Management, and Business Process Improvement.

Professional Experience

Senior Vice President - Human Resources (HR12)

Inazuma.co | January 2020 - Present

Director - HR Operations

Accenture | June 2015 - December 2019

Key Achievements:

- Streamlined HR processes, reducing operational costs by 25%
- Implemented a global HRIS system, enhancing data analytics and insights

Responsibilities:

- Managed a team of 20 HR professionals
- Developed and executed HR strategies for a 10,000+ employee base

Senior Manager - Talent Acquisition

IBM | March 2010 - May 2015

Key Achievements:

- Improved time-to-hire by 30% through process optimization
- Developed and executed a diversity hiring strategy, increasing diverse hires by 25%

Responsibilities:

- Led a team of 15 recruiters
- Collaborated with business leaders to develop talent pipelines

Manager - HR Business Partner

Infosys | August 2005 - February 2010

Key Achievements:

- Enhanced employee engagement through targeted initiatives, resulting in a 20% increase in satisfaction scores

- Supported business growth through strategic workforce planning

Responsibilities:

- Partnered with business leaders to drive HR initiatives
- Managed a team of 5 HR professionals

HR Generalist

Wipro | June 2002 - July 2005

Key Achievements:

- Assisted in the implementation of a new performance management system
- Coordinated employee onboarding and training programs

Responsibilities:

- Provided generalist HR support to a team of 50 employees
- Maintained HR records and reports

Education

Master of Business Administration (MBA)

Indian Institute of Management (IIM) - Bangalore

Technical Skills

HR Systems:

- PeopleSoft
- Cognos
- HRIS

Process Improvement:

- SDLC
- Business Process Improvement
- Shared Services

Management:

- Team Management
- Personnel Management
- Talent Management

HR Functions:

- Talent Acquisition

- Employee Engagement
- Employee Relations
- Performance Appraisal

Technology:

- SaaS
- Bots
- ERP
- MIS