

Professional Summary

Results-driven HR leader with 12+ years of experience in strategic HR planning, talent acquisition, and business partnering. Proven track record of driving organizational growth, enhancing employee engagement, and fostering a culture of excellence. Skilled in leadership, talent management, and stakeholder management, with a strong background in multiple industries including Finance, Consulting, Aviation, and BFSI.

Professional Experience

Executive Director - Talent Acquisition & HR Business Partner

Inazuma.co | 2022 - Present

Director - Talent Acquisition & HR Business Partner

Lendingkart | 2018 - 2022

Key Achievements:

- Reduced time-to-hire by 30% through process optimization and innovative recruitment strategies
- Improved employee retention by 25% through targeted engagement initiatives

Responsibilities:

- Talent Acquisition, Onboarding, and New Hire Orientations
- Manpower Planning, Recruitment, and Selection
- Succession Planning, Performance Management, and Organizational Development

Senior Manager - HR Business Partner

Deloitte Consulting | 2015 - 2018

Key Achievements:

- Developed and implemented a comprehensive talent management framework, resulting in a 20% increase in internal promotions
- Enhanced employee engagement through the design and execution of a company-wide recognition program

Responsibilities:

- Strategic HR Planning, Talent Management, and Employee Relations
- Stakeholder Management, Employee Engagement, and Team Management

Manager - HR Business Partner

IndiGo Airlines | 2012 - 2015

Key Achievements:

- Streamlined the recruitment process, reducing costs by 15% and improving candidate experience
- Collaborated with the leadership team to develop and implement a performance management system

Responsibilities:

- Talent Acquisition, Onboarding, and Employee Relations
- Performance Management, Succession Planning, and Organizational Development

HR Generalist

KPMG | 2010 - 2012

Key Achievements:

- Assisted in the development of a comprehensive employee handbook, ensuring compliance with regulatory requirements
- Coordinated employee engagement initiatives, resulting in a 10% increase in employee satisfaction

Responsibilities:

- Employee Onboarding, New Hire Orientations, and Employee Relations
- Recruitment Assistance, Employee Data Management, and Compliance

Education

Master of Business Administration (MBA) - Human Resources

Indian Institute of Management (IIM) - Bangalore | 2010

Technical Skills

Leadership & Management:

- Leadership
- Team Management
- Stakeholder Management

Talent Management & Acquisition:

- Talent Management
- Talent Acquisition

- Onboarding
- New Hire Orientations

HR Operations & Development:

- Manpower Planning
- Recruitment and Selection
- Succession Planning
- Performance Management
- Organizational Development

Employee Engagement & Relations:

- Employee Relations
- Exit Management
- Employee Engagement
- Employee Surveys
- Coaching and Mentoring
- Employee Grievance
- Reward and Recognition