

IN00100290

**Nidhi Sharma | Statutory  
Compliances Manager | 12.0  
years**

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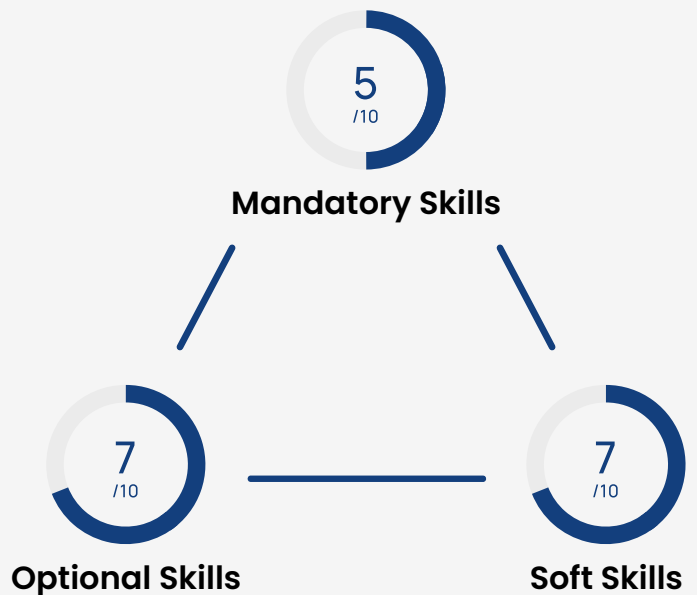
Date of Interview: Mon, Jul 1, 2024 4:30  
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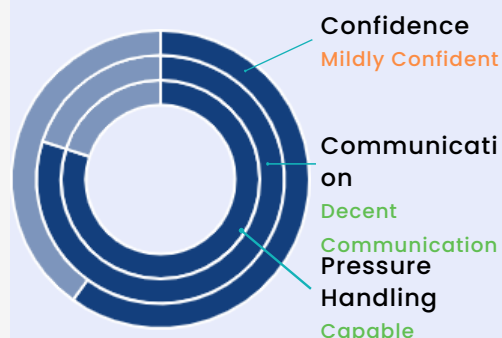
## Resume Summary

- - Over 12 years of experience in Functional Product Development, Strategy, Consultancy, Direct Taxation, and Project Management. - Expertise in International Taxation, Compliance Advisory, Financial Analysis, Accounting (Indian, USGAAP), and Stakeholder Management. - Proficient in Regulatory Compliance Management, Process Transitioning & Reengineering, and Business Analysis. - Skilled in Project Management, Team Building & Leadership, and HCM Implementation. - Experience in developing and managing tax compliance solutions across multiple regions including ME, SE Asia, and Europe. - Recognized for driving business growth, optimizing processes, and ensuring compliance with global tax regulations. - Strong analytical skills, strategic mindset, and collaborative approach to problem-solving. - Led multiple implementation projects, delivering solutions within specified schedules and budgets. - Proven track record in capturing As-Is processes, preparing functional specifications, and implementing solutions. -

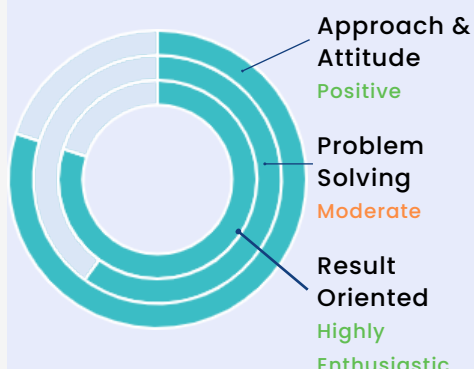
## Overall skills



### Soft Skills



### Analytical Skills



### Leadership Skills



# Mandatory Skills



Labour Law

Poor



Statutory Compliance

Poor



Client Relationship M...

Good



Team Management

Good



# Optional Skills



Legal

Above Average



Liasoning

Good

# Detailed Feedback

## Final Remarks

### Strengths:

- Has understanding of international tax laws.
- Experience with BEPS (Base Erosion and Profit Shifting) regulations.
- Proficient in developing and implementing payroll products for multiple countries.
- Ability to handle complex tax computations and advisory roles.
- Experience in managing global clients and multi-country compliance issues.

### Weaknesses:

- Lack of in-depth knowledge of Indian labor laws and regulations.
- Inability to clearly explain the applicability and details of specific acts like the Factory Act and ESIC.
- Limited hands-on experience with day-to-day payroll operations in India.
- Struggles to provide specific answers to questions related to Indian statutory compliances.

Conclusion: The candidate has a decent communication skill and tried to answer many questions, however, she has not worked in a manufacturing setup for statutory compliance and labor law, hence not answering the questions of labor law compliance. The overall rating is average.



## 1. How do you stay updated with changing regulations and laws?

The candidate has defined that her knowledge is updated through different websites and reading journals.

## 2. Have you handled compliances for Clients? If yes what was the count



The candidate was working in the International domain, hence she was getting defined information and SOPs to match the same for the compliances.

## 3. Have you handled Labour Law Compliances ? Please describe each compliance

The candidate has worked mainly on international payroll assignments hence not having specific knowledge of Labour Law Compliances, however, while asking particularly on the compliance of labor law she is emphasizing that she will read and update herself on the Labour Law.

## 4. Have you handled team ? What was your team size (Direct Reportees)?

The candidate has worked in a team size of 40 members; in the last assignment, 6 associates were reporting to her.

## 5. Have you handled Legal matters related to PF, PT., ESIC, MLWF, TAX or any other regulations in India? If yes please describe any challenging case which you have resolved or tried your efforts

The candidate has only worked on the international payroll assignment hence she does not have the practical knowledge of the Indian Labour Law, Factories Act, PF, PF, ESIC, MLWF Act, etc. However, she had good qualifications and stated she could review and answer the question after updating herself.

## 6. How do you conduct Compliance risk assessments ?

The candidate answered very elaborately and her answer was quite good.

### **7. Describe a situation where you faced a Compliance challenge and how you handled it.**

The candidate has specifically elaborated on this question that she goes through the defined SOPs. If found non-compliance, she makes it accordingly.

### **8. How have you handled team dynamics or ?**

The candidate's answer to the same question was quite impressive and satisfactory.



### **9. How do you ensure that employees understand and follow Compliance policies**

The candidate has answered that she has worked on international assignments and has knowledge of payroll taxation only. And to the other compliance part, she refers to SOPs.

### **10. What makes you a strong candidate for this position**

As per the candidate, the following attributes are there which make her a strong candidate for this position : 1. Her qualifications. 2. Her way of answer 3. And she has good communication skills

### **11. Mention your Current CTC , Expected CTC , Notice period and reason for looking for a change in job?**

In the last assignment when she left the job her CTC was 20 lac per annum.

### **12. Are you open to work in Pune?**

The candidate has mentioned that Yes she is Open to work in Pune.

### **13. Are you willing to travel pan india for office work for not more than 2-3 days in a month?**

Yes, the candidate has mentioned that she is willing to travel to Pan India.

#### 14. Can you explain the role of Compliance in safeguarding an organisation's reputation

The candidate has mentioned the International Payroll compliances, but not any other compliances.

#### 15. Could you describe the steps you would take to ensure our organization was compliant as per Indian Labour Law and Compliances?

The candidate has good knowledge of payroll compliance in the International scenario, however, she defined that she can review other Labour Laws and ensure the same.



### Soft Skills

#### **Confidence (Mildly Confident)**

Somewhat likely to be confident in one's own skills, abilities, and knowledge. Moderately confident while meeting new people and working towards achieving results.

#### **Communication (Decent Communication)**

Likely to be able to structure one's thoughts and communicate in a clear, concise, and accurate manner. Likely to be a good listener and may often participate in business conversations.

#### **Pressure Handling (Capable)**

Likely to handle 80-90% of unexpected workflows.

### Analytical Skills

#### **Approach & Attitude (Positive)**

Likely to maneuver any obstacles. Finishes work on time and with accuracy. Holds adequate capabilities to create strategic plans and manage work with a positive approach.

#### **Problem Solving (Moderate)**

Somewhat likely to identify potential problems or investigate them in greater depth and choose the best solution. Identifies risks and takes appropriate actions.

#### **Result Oriented (Highly Enthusiastic)**

Likely to set high-performance standards for self and team. Likely to demonstrate the ability to work with dedication and commitment.

# Leadership Skills

## Decision Making (Quite Decisive)

Likely to remain calm in stressful situations. Likely to be good in decision-making by considering 360 degree-analysis of the story.

## Team Management (Decent Synergism)

Somewhat likely to effectively manage the team. Occasionally guides the team, tracks team progress, and anticipates roadblocks. Motivates team members and provides meaningful feedback.

## Accountability (Answerable)

Likely to take responsibility for one's own actions and decisions. Likely to take ownership of delivering quality work by adhering to timelines. Likely to work with minimal supervision.



## Screenshots



Very Poor :  $\leq 2$  Poor : 3 to 4 Average : 5 Above Average : 6 Good : 7 Very Good : 8 Excellent  $\geq 9$