



Amittav Naresh

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HUMAN RESOURCE LEADER

Power & Energy | Mining & Metal | Healthcare | Print Media | Life Insurance | IT

Transforming Culture & Positioning HR as a Business Driver for excellence

Strategic & Innovative HR Leader who translates Business vision into HR delivery to improve Engagement, Performance, Profitability and Growth. Shaping high performing cultures through prolific communications & robust development plans while simplifying HR Processes. Employs best Human Capital practices to attract & retain best of talent. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals.

Signature HR Competencies

HR Strategy	Organizational Development	Change Management for Workforce
Human Relations & Diversity	Employee Performance Improvement	Learning & Development
Talent Acquisition	Leadership Development	HR Technology (HRIS)
Coaching & Mentoring	HR Policy, Process & Systems Design	Industry Relations

Disciplined, Agile & flexible with problem- solving approach that balances business goal with people needs.

PROFESSIONAL ACHIEVEMENTS & EXPERTISE

STEAG Energy Services India Pvt Ltd | Noida

General Manager – HR

Since Dec' 23

STEAG Energy Services (India) Pvt. Ltd. (a wholly owned subsidiary of STEAG Energy Services GmbH, Germany) to provide cost-effective consultancy services of international standards by integrating resources of the parent company in India. STEAG combines the best of the technology and professionalism of its German principals and a thorough knowledge and understanding of conditions in the power sector in India.

Job Role: - Leading Corporate HR & Automation of HR systems, processes & procedures for India & Africa Business for 2000 People.

Key Achievement:

Spearheaded full-scale implementation of a SAAS HRMS (ZingHR) in 90 days for operational efficiency.

Partnered with LinkedIn for building effective Employer Branding & Recruitment Marketing through recreated Life@Steag Social Page

Successfully rebranded & executed Campus hiring module and onboarded 30 GET from 12 Campuses using technology FY 24-25

Led Talent Acquisition for Global Leadership Roles at India, Mid East, & South Africa

Overlooked one greenfield & one brownfield Project with deployment of Manpower & HR Statutes in 2024.

Reframed SOP led Payroll & Compliances outsourcing with Technology Partner

Spearheaded Succession Planning for 25 identified Critical Roles in collaboration with external SME...

Genus Power Infrastructures Ltd | Jaipur

Deputy General Manager – HR

Jul' 21 to Dec' 23

GENUS is the Leading company in Energy Infrastructure & Smart Meters (Electricity, Gas & Water), diversified into conventional & reusable Energy Solutions (Solar, Inverters & Batteries) listed in NSE & BSE.

Job Role: - Corporate HR Head & Second in line to CHRO, Delivering Talent & Organizational development initiative for 4000 People PAN India & Sales HR Strategy for 800 People.

Key Achievement:

Fully Automated SAAS HRMS (HROne) conceptualized & Implemented PAN India in 75 days. ROI Achieved is 18 months.

Engagement Survey with W. E. Matter and action Plan in Capability Development reduced excess manpower by 14% in FY 21-22 & 9% reduction in FY 22-23 against plan of 6%.

Succession Management to create 25 Successors from Critical jobs through a robust HR architecture.

Created People Benefit Model & low cost "EVP" with Benefits Playbook as building Employer Brand. Introduced Functional Monthly Scorecard Model aligned with ABP.

Sales HR Strategy for deployment of People, People Cost to Sales Revenue reduced by 12% in FY 21-22

Golcha Group | Jaipur & Mumbai

General Manager – HR BP

May' 17 to Jun' 21

Golcha Group is the 130 years old Business House of Rajasthan & the leading Producer & Supplier of Talc/Clay/Dolomite in Asia with a wide reserve of mineral resources.

Job Role: - Head HR, Partnering Business & overall HR delivery for 1000 people based at India & APAC, Reporting to the CEO.

Key Achievement:

People Wellness & Engagement in Covid19 – Executed people agenda to achieve the business back in just 3months.

Organizational Transformation – Redesigned the Workforce deployment resulting HR & Operational Cost saving of 9% YOY

HR Strategy & Leadership Engagement – Vision, Mission & Value Deployed & incorporate as KPI to Frontline Managers

Talent Attraction & Management – Recruited CEO, CFO, CTO & other Leadership Profiles, reduced new hires turnover by 4%

Performance Enhancement Architecture – BSC with Potential Evaluation Model witnessed an elevated the score by 5% for FY

HR Automation & Simplification – Fully Automated HRMS (Orange) reduced payroll lead time by 5 days with e-learning & e PMS

Long Term Wage Settlement – Resolved Labor Dispute and reduced with ZERO man-days loss in last 2 FY.....

EARLY CAREER ENGAGEMENTS

Eternal Heart Care Centre P Ltd Jaipur	HR Head	May' 14 - Oct' 15
DB Corp Ltd Jaipur	Assistant General Manager – HR & Admin	May' 10 - Apr 14
ICICI Prudential Life Insurance Mumbai & Jaipur	Sr. Manager – Business HR	May' 07 - May' 10
IMC Global Services India Pvt Ltd Pune	Sr. Executive HR	Jul' 03 - Apr' 07

QUALIFICATION

PGDBA – Human Resource from MIT School of Management, Pune

2001-2003

BSc - Physics from Magadh University, Bodh-Gaya

1999