

Swetha Seethiraju

seethirajuswetha1@gmail.com; Mobile: 91-9966242777

HUMAN RESOURCES PROFESSIONAL

Start-ups | Acquisitions | Turnarounds | High-Growth Organizations

Strategic and innovative Senior Manager Human Resources who translates business vision into HR initiatives that improve performance, profitability, growth, and employee engagement. Empowering leader who supports companies and top executives with a unique perspective and appreciation that human capital is every organization's greatest asset. Genuine influencer who thrives on tough challenges and translates visions and strategies into actionable, value-added goals.

Signature HR Qualifications

HR Best Practices	Organizational Development Employee	Change Management
Employee Relations & Diversity	Performance Improvement	Workforce Planning & Development
Leadership Development	HR Policy, Process & Systems Design	Organization-Wide Consensus Building
Disciplined and flexible problem-solving approach that balances business goals with employee needs.		

PROFESSIONAL EXPERIENCE

- December 2021 till date as Senior Manager – Human Resources with eSolutionsFirst Services Private Limited
- July 2018 to December 2021 as Manager- Human Resources with High Radius Technologies Pvt Ltd, Hyderabad.
- April 2014 to July 2018 as Sr. Executive Human Resources with Apps Associates India Pvt Ltd. Hyderabad.
- April 2010 to 2014 Executive Human Resources with Apps Associates India Pvt Ltd Hyderabad.
- Nov' 2008 to Feb '2010 as an Admin Executive in M/s Future General India Life Insurance Co. Ltd., Hyderabad.
- Mar' 2007 to Mar' 2008 as an Admin Executive in M/s. Reliance Consumer Finance, Bangalore.

eSolutionFirst | Hyderabad |

2021 – Present

Senior Manager Human Resources

Recruited to direct HR for US & India newly launched India operations. Partner with other directors and senior executives to develop new business initiatives, foster employee engagement, and mobilize talent.

- **HR Organization Leadership:** Directing 4 HR professionals in staffing, recruitment, benefits, executive compensation, training, leadership development, succession planning, HRIS, and regulatory compliance. Heavy emphasis on leading ESF through rapid HR change and transformation programs.
- **Organization Transformation:** Designed and Implemented process changes within the organization, focusing on reporting structure, communications, performance management, policy and procedure development, employee relations and employee development.
- **HR Integration:** Streamlined and ensured strategic alignment of HR with new business objectives and minimized business interruptions through execution of workforce integration plans.
- **Operational Excellence:** Build collaborative partnerships, identify opportunities to improve performance and act efficiently to help deliver high performance results. Develops Human Resources strategies for business groups that includes workforce planning, pay-for-performance, talent management, talent acquisition, and succession.

Manager – Human Resources

- Transformed HR into a true strategic business partner in the aftermath of an end-to-end HR restructuring.
 - Championed HRvision while forging sustainable HR infrastructure, systems, processes, and practices.
 - Handling end to end HR operations for 4000 employees across locations, Hyderabad and Bhubaneswar.
 - HR Operations and Service Delivery - Direct the teams both from a strategic and tactical approach that provides end-to-end HR Operations services and support, including pre-employment, onboarding, off-boarding, workforce changes/transactions, inquiry services and document/records management.
 - Oversee and works with HRBP team promotes openness in communication and creates an environment of collaboration and continuous improvement.
 - Employ continuous improvement principles to ensure that all HR operations are efficient and effective when delivering both the highest quality and service.
 - Improves the Onboarding and offboarding process to enhance the employee experience and reduce process inefficiencies.
 - Partner with HR Business Partners, HR COE's and HR Shared Service to develop/revise processes to maximize performance and deliver best-in-class services; includes processes, outcomes, tools, etc.
 - Ensure compliance and customer satisfaction across a range of HR delivery areas including benefits administration, compensation administration, vendor management, global mobility administration, employee data management and delivery, on/off boarding, employee relations support and administration, reporting and HR process.
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EDUCATION & PROFESSIONAL CREDENTIALS

MBA Degree – Xaviers Institute of Business Management

B.S.C Degree from St Francis Women's College, Hyderabad