




# Debarati Sinha

Senior HR Professional

## Personal Info

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## Links

[LinkedIn](#)

## Skills

Talent Acquisition

HR Operations

Coaching & Mentoring

Leadership

Employee Engagement

Performance Management

Employee Grievance

HR Strategy

People Analytics

Compensation & Benefits

Workforce Planning

Learning & Development

## Education

- **PGCHRM**  
XLRI  
2023 - Present
- **Post Graduation - Human Resources**

## Summary

Accomplished HR professional with over a decade of team leading experience across multiple functions including Talent Acquisition, Talent management and Organizational Development. Available to join immediately since current company has laid off remote employees

## Awards & Accolades

- **Star Contributor** in Tecstub and praised for exceptional commitment and performance
- **Employee Excellence Award** in The Scalpers for formulation ,successful implementation of PMS framework and integration in HRMS platform
- **Distinguished** by top management in AchieveX Solutions from building teams from scratch
- Felicitated for contribution in HR processes and received highest appraisal in Sunrise Foods

## Work Experience

### HR Business Partner, Tecstub, Remote

April 2023 - July 2023

- Designed and developed KPI metrics for IT and Non IT based roles
- Revamped processes to smoothen onboarding ,knowledge transfer and exit of employees

### Lead HR, The Scalpers, Bengaluru

April 2022 - April 2023

- Formulated and implemented data driven PMS platform for over **700** employees spread across different countries. This improved goal achievement by **52%**
- Creation and coaching of employees to an ecosystem of learning with performance management and promotion . Within two quarters the attrition rate was decreased to below **6 %** due to this exercise.
- Designed detailed Job Rotation Framework in connection to career framework to include skills and competencies and created career progression path.

Unitedworld School of  
Business  
2010 - 2012

- **Graduation - Commerce**  
University of Calcutta  
2007 - 2010

- Created policies, coached teams and planned initiatives to incorporate and improve on Diversity and Inclusion of the organization

#### **Manager HR, AchieveX Solutions, Kolkata**

February 2021 - April 2022

- Lead a team of recruiters to hire for both IT and non IT and scaled up the company from **12 to a 100 plus** organization
- Streamlined onboarding process for new hires through the implementation of a comprehensive online training program, resulting in a **40%** reduction in training time and accelerated time-to-productivity by 2 weeks
- Managed and monitored workforce planning and strategized hiring and retention strategies
- Spearheaded innovative Employee engagement programs to improve eNPS score over **60%**

#### **Senior Executive HR, Superprocure, Kolkata**

August 2019 - August 2020

- Hired over **45** professionals including senior managers
- Coached current employees with different L&D initiatives, both internal and external , to improve productivity and performance
- Developed and executed a knowledge transfer framework, leveraging interactive workshops and knowledge sharing sessions, resulting in a **50%** reduction in rework and ensuring seamless knowledge transfer across teams.

#### **Associate HR, Nandan Saha Steel Pvt. Ltd., Kolkata**

March 2018 - June 2018

- Implemented automated attendance tracking and carried on trainings and meetings to implement the new change in process across different locations comprising over **500** employees

#### **Senior Executive - HR, AllIndia Technologies, Kolkata**

March 2015 - January 2018

- Connected and selected on an overage over **5** employees for Tech based roles month on month
- Formulated and improvised various processes to improve operations and employee engagement

#### **HR Executive, SUNRISE FOODS PVT. LTD.(Acquired by ITC Limited) , Kolkata**

November 2011 - March 2015

- Overlooked all HR related processes of over **1000 employees**
- Built HR department from scratch.Streamlined and created workflows of different operational and HR processes
- Hired for candidates pan India for admin ,marketing ,sales and IT based roles
- Migration of **100%** of manual processes to Oracle HRMS and online platform. Instrumental in automation of the policies .