**STATEMENT OF INTEREST**

Dear Recruiter,

My name is Col K C Monnappa a Veteran Armed Forces officer. A strategic thinker with a knack for data projection and finance, I am looking for advancement and growth as HR Director. I am a strong advocate for Diversity, Inclusion and Equity initiatives, Employee-wellbeing seeker with practical labor law knowledge, I am looking for opportunities in the corporate sector wherein I seek to deploy my skills and training to contribute in the Human Resources vertical with an aim to improve productivity and efficiency in that organization..

My tenure in the Army has made me an exemplary and confident leader, an efficient planner with forethought and vision and above all a compassionate human being with a spirit of Esprit-de-Corps. I have displayed adequate commitment to the organization I serve and loyalty to my superiors. The Army has provided me with an opportunity to function at the most basic execution level (at a platoon), to the highest echelon of decision taking and making level (Army HQ). My training combined with a wide and varied work experience in various kinds of harsh terrains of the country, has instilled in me various skills and techniques of dealing with different kinds of people hailing from different strata of the Indian Society. It has further molded me into a professional aimed at pursuing any allotted task with diligence and zeal. I have the proud privilege of having recruited and trained the first batch of women Military Police officers and have wide experience of recruitment, interview techniques and talent spotting.

As a human resource specialist, I have overseen all facets of employment practices and employee relations to include talent recruitment, interviewing, hiring and orientation. I am proficient in employee mediation, conflict management and assisting managers with discipline and termination of employees. I have experience in payroll management, insurance benefits, medical or disability leave and compliance with labor laws. In short, I am adept in meeting the comprehensive needs of a workforce in any large organization.

My qualifications are in the areas of strategic planning, recruitment and staffing, decision making, project management, security and loss prevention, logistics, technology and equipment management, human resources development, and Disaster Management. I have highlighted my training and experience in my CV below.

Strategic thinker with a knack for data projection and finance, looking for advancement and growth as HR Director. Strong advocate for Diversity, Inclusion & Equity initiatives. Employee-wellbeing seeker with practical labor law knowledge.

CURRICULUM VITAE

# Col K.C.MONNAPPA

**Email -** [**monaps1@gmail.com**](mailto:monaps1@gmail.com)

**7483712546**

**Experience**

**Director Human Resources**

*Indian Army*

June 1994 – till date

* Led team of 4 Human Resources professionals with various functions, including sourcing, payroll, and learning & development.
* Chaired senior management committee meetings with labor representatives to build and improve rapport between organization and workforce.
* Ensured compliance with labor law, gender rights and health & safety regulations in a government organization.
* Secured hiring of 500+ women recruits for a unique initiate in the Indian Army.
* Oversaw 100 crores budget annually for the role.

**Key achievement:**

* Instrumental in recruitment, training and onboarding the first batch of women Military Police in the Indian Army.
* Managed and updated workforce records for a 3000 soldiers.
* Oversaw soldier retention program, reducing attrition by 13% over 2 years.
* Recognized as best training & development Director by the Army Commander Central Command.
* Implemented HR Analytics software in the Indian Army.

**Education**

**MA in Social Work**

*University of Delhi*

2004-06

**Relevant coursework:**

Compensation & Performance Management, Talent & Leadership Development, Management Skills Development, International Dimension of Organizational Behavior, Diversity and the Workplace, Economics of the Labor Sector, Labor in the Indian Economy, HR Analytics.

**Skills**

* Labor Law
* Finance
* Administration
* Data analytics and projection
* Microsoft Office proficiency
* Organizational skills
* Communication skills
* Decision-making skills
* Interpersonal skills
* Project Management
* ERP

**Languages**

* English — Business Proficiency
* Hindi — Advanced

**Hobbies & Interests**

* Traveling and discovering Indian culture
* Writing blogs
* Golf