

SABYASACHI SEN

(Can join immediately)

Male, Married, 43 years

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Seasoned Human Resource and Operations Professional from Banking & NBFC

A Management post graduate from NIT, Allahabad (MNNIT) and a professionally matured and enterprising professional offering a distinguished career of more than 16 years with insightful exposure in Human resources and Banking Operations aligning HR strategy & process to enhance employee engagement through Learning & Development and process compliance. Strong credentials in conceptualizing and implementing HR policies & Operations through training to improve productivity, build capability and enhance employee engagement. Adept at driving process & service enhancement / optimization initiatives, promoting an environment encouraging learning and high performance. Responsibly nurtured around 7000 workforce in career of 16+ years.

CORE COMPETENCIES

Strategic HRM & HR Operations	Manpower Budgeting & Control	Promoting Discipline & Meritocracy
Performance Management	Disputes & Conflict Management	Designing policies & Compliance
Change Management	Talent Management & Retention	Continuous Learning & Development
Project Management	Culture & Capability Building	Employee Relations & Engagement

CAREER HIGHLIGHTS

Chaitanya India Fin Credit Pvt. Ltd. – Responsible for promoting and aligning best HR practises in West zone.
Sub-K IMPACT Solutions Ltd. – Lead for driving HR projects & getting organization qualify as a Great Place To Work.
IMC Pvt. Ltd.- Member of Core Functional Team (CFT) comprising of Departmental Heads for planning strategies.
IndusInd Bank - Certificate of Appreciation for honoring IndusInd Bank's Haj mandate - 2010, 2011 & 2015.
ICICI Bank - Core team member in implementation of Exposure Pooling Management for Corporate clients.

ORGANIZATION SCAN & ACCOMPLISHMENTS

Electronica Finance Limited HRBP Lead Retail (Assistant Vice President-Team size:15) 16th Dec 2024– 05th Feb 2025

Human Resource – Pune Geographical span: All India Retail (Gujarat, Madhya Pradesh, Rajasthan, Telangana)

- Leading all India HRBP function for end to end Talent Management, transformational development and **building organizational capabilities** for around 1400 manpower in Retail.
- Undertaking change management initiatives with an objective to bring cultural and behavioral changes.
- Driving various initiatives to ensure collaborative approach for better employee-connect and productivity.

Chaitanya India Fin Credit Private Limited Zonal HR Manager (Team size: 22) 02nd Jan 2023 – 06th Mar 2024

Human Resource (West India) – Pune Geographical span: Gujarat, Maharashtra, Madhya Pradesh, Rajasthan

- Responsible for ensuring smooth functioning and sustainability of HR activities for 1800 manpower in West.
- Ensuring timely adherence to statutory compliance for West zone to mitigate risk and put control in places.
- Creating **Talent pipeline** especially for critical positions and creating internal growth opportunities.
- Collaboratively approach Leaders and their one down to promote and develop their own pool of successors.
- Promoting retention through various **employee connect** initiatives, coaching and regular counselling.

Sub-K IMPACT Solutions Limited Regional People Manager (Level: Senior Manager) 03rd Sep 2019 – 30th Dec 2022

Human Resource (East & North India) – Kolkata Geographical span: East India and North India

- Responsible for driving Talent Management initiatives like Trainings for entire East & North-East India employees around 600, developing **Tailor made Training** basis participants proficiency and voiceover, designing virtual (online) Training modules, undertaking **Skill gap analysis**, generating scope for job rotation, etc.
- Planning strategies for critical & competent Talent acquisition for **Expansion** in new Business vertical / states.
- Identifying & addressing Performance issues by undertaking **root cause analysis** with help of HR Analytics.
- Conceptualized various Recruitment Life cycle strategies through Talent acquisition, enhanced Talent retention and limited Talent attrition. Simultaneously worked on strategic positions recruitment tactics.
- Determining current staff needs and forecasting manpower projections as well as **manpower budgeting**.
- **Promoting work-life balance** and rewarding culture through various employee engagement initiatives.
- Encouraging Cluster Managers to nurture young talent and overcome hurdles through **two way mentoring**.
- Assessment of **required skill set vs. existing skill set** and filling in the gap through tailor made Training programs.

- Supported UAT testing for HRIS-Zing software in E-recruitment; designed logics for various HR report automation.
- Imparted several **Induction trainings** to new joiners across East India zone; Promoted **employee engagement**.

International Marketing Corporation Private Limited Deputy General Manager 25th Apr 2018 – 29th Sep 2018

Human Resource, Corporate Office – Ludhiana

- Instrumental in **re-structuring organization hierarchy**, introducing new positions, grades and bands to attract talent, advance reward culture and accelerate the growth avenues of best performers through talent pool.
- Formulating HR policies & manuals to act as guiding principles for around 500 employees and it's compliance.
- Initiated more than 20 projects towards Human Resource development and organizational up-gradation.
- Designed **employee grievance redressal system** to promote exemplary and ethical behavior.

IndusInd Bank - Mumbai, Kolkata Assistant Vice President 1 25th Aug 2008 – 31st Jan 2017

2008 – 2009 – Deputy Manager

2009 – 2013 – Manager

2013 – 2015 – Chief Manager

2015 – 2017 – Assistant Vice President 1

Human Resource (East), Zonal Office - Kolkata

- Steering efforts in building strong employee relation and talent development in East India and promoting a compliance conscious culture for more than 2400 employees across East zone.
- Architected strategies and procedures and arranged sessions to handle issues / grievances / conflicts that improved relations, fostered teamwork, increased morale, performance & productivity.
- Identified, **investigated** and handled myriad employee issues including fraud investigations, operations / compliance lapses, misappropriation of funds, money laundering, **disciplinary matters**, sexual harassment etc.
- Instrumental in holding **Domestic enquiries** through drafting charge sheets, warning letters, proceedings, enquiry findings and punishment orders in consultation with Business, Legal, Operations, Risk Control, etc.
- Functioned as Location Head in Corporate & Global Market Operations at Mumbai and Kolkata, effectively coaching employees towards spearheading efforts in enhancing profitability and performance for East zone.
- Skillfully managed over 35 business critical projects (CGMO) as a team; Led Business continuity plan programs.
- Supported UAT testing for system migration; Awareness on various concepts and tools like 5S, Kaizen, etc.

ICICI Bank, Mumbai Assistant Manager – Cash Management Services 05th June 2006 – 11th Aug 2008

- As part of team at CMS hub, worked on varied portfolios like Client Set Up, Cheque Collection & Finacle team.
- Facilitated complete after sales set up of corporate clients; provided resolution to operations & service issues.
- Managed transactions through accounting software Finacle; Processed RTGS / NEFT payouts for CMS clients.

PROJECTS

Internal Alert mechanism project 'Alert me'
Reward and Recognition project 'My Idea'

Internal centralized communication project 'Circular'
Employee relations project 'Introduction of GRC & ICC'

EDUCATION & CREDENTIALS

MASTER OF MANAGEMENT STUDIES (HUMAN RESOURCE AND MARKETING)
BACHELOR OF COMMERCE

MNNIT, Allahabad; 2006
Nagpur University; 2002

CERTIFICATIONS:

- Certificate in Advanced Corporate Strategy from **IIM, Bangalore** through Swayam in 2022
- Certificate in Organization Theory/Structure and Design (8 week course) from **IIT, Roorkee** through NPTEL in 2021
- Certificate in Managing Change in Organizations (8 week course) from **IIT, Kharagpur** through NPTEL in 2021
- Certificate in Design Thinking – A Primer (4 week course) from **IIT, Madras** through NPTEL in 2021
- Certificate in Teaching and Learning in General Programs (4 week) from **IISc, Bangalore** through NPTEL in 2021
- Advance Diploma in Information Technology, NIIT

ACADEMIC ACCOLADES:

- Awarded 2nd prize in Multimedia quiz – Avishkar 2004, National Technical Quiz Festival at MNNIT, Allahabad
- Awarded 1st prize in astronomy quiz – Gnosiomania 2005, National Quiz Festival at MNNIT, Allahabad

EXTRACURRICULAR ACTIVITIES: Horology, Body language, Handwriting analysis and philanthropic activities.

IT SKILLS: MS Office, Tally, SPSS, Finacle, Cash@Will, Profunds, Kapiti, I-works, CTFS, Zing, HROne, Peoplestrong

LANGUAGE PROFICIENCY (R - Read, W - Write, S - Speak): Bengali - RWS, Hindi - RWS, English - RWS, Marathi – RWS