

Varun Gautam

Deputy Manager - HR at **DS Group** | **IIM Ranchi** MBA-HR'25 | **IISER Mohali** BS-MS'22

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About Varun



A unique blend of analytical rigour and creative vision defines my approach to HR strategy. With a Physics postgraduate background from IISER Mohali and an MBA in Human Resources from IIM Ranchi, I specialise in transforming complex data into meaningful people insights that drive organisational transformation.

My passion extends beyond spreadsheets—whether it's planning strategic moves on a chessboard or capturing moments on canvas, I bring the same analytical depth and creative thinking to workforce challenges. This distinctive combination enables me to design innovative solutions for talent acquisition, organisational development, and change management initiatives.

Core Competencies



Business Transformation

Leading strategic organisational change initiatives that align people processes with business objectives and drive sustainable growth.



Organisational Leadership

Building high-performing teams through data-driven talent strategies and fostering cultures of excellence across diverse environments.



Change Management

Designing and implementing people-centric transformation programmes that ensure smooth transitions and maximise stakeholder engagement.

Professional Journey

Deputy Manager - HR

DS Group | November 2025 - Present

Leading HR strategic initiatives at one of India's fastest-growing FMCG conglomerates, focusing on talent development, organisational effectiveness, and workforce analytics to support business expansion.

1

2

Talent Acquisition Specialist (Internship)

Unacademy | March 2024 - May 2024

Managed end-to-end recruitment for India's leading ed-tech platform, implementing data-driven hiring strategies and enhancing candidate experience across multiple verticals.

3

4

Management Associate

DS Group | May 2025 - October 2025

Contributed to cross-functional projects spanning talent acquisition, performance management, and organisational restructuring initiatives during a critical growth phase.

Education Coordinator (Volunteering - NGO)

SPSTI.org | June 18, 19 & 23 - 1 Month

Coordinated educational programmes and managed stakeholder relationships, developing strong organisational and communication skills in the non-profit sector.

Educational Excellence

1

Master of Business Administration - HR

Indian Institute of Management, Ranchi

June 2023 - April 2025

Specialised in Human Resources with focus on People Analytics, Organisational Behaviour, Strategic HR Management, and Business Transformation. Developed expertise in leveraging data for strategic workforce planning.

2

BSMS Dual Degree - Physics

Indian Institute of Science Education and Research (IISER), Mohali

August 2017 - May 2022

Built strong analytical foundations through rigorous training in quantitative methods, statistical analysis, and problem-solving—skills directly applicable to HR analytics and organisational research.

Professional Certifications



Advanced Business Analytics

Comprehensive specialisation covering predictive modelling, data visualisation, and statistical analysis for business decision-making.



Python Programming

Foundation in Python programming for data analysis, automation, and building analytical solutions.



Google Data Analytics

Professional certification in data cleaning, analysis, and visualisation using industry-standard tools and methodologies.



ABInBev 100 Challenge

Selected for Round 2 and submitted comprehensive case study analysis, demonstrating strategic thinking and business acumen.



Excel Skills for Business

Advanced proficiency in Excel for business analytics, including complex functions, pivot tables, and data modelling.

The Analytical Advantage

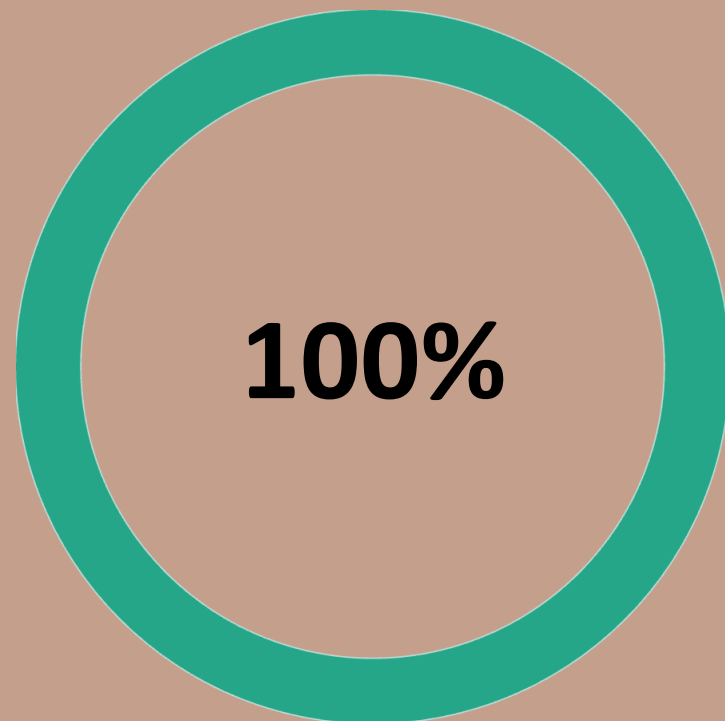
From Physics to People Analytics

My physics background provides a unique lens for solving HR challenges. The same analytical rigour used to understand complex physical systems now helps decode organisational dynamics, predict talent trends, and design evidence-based interventions.

This quantitative foundation, combined with strategic HR training from IIM Ranchi, enables me to bridge the gap between data science and people strategy—transforming raw workforce data into actionable insights that drive measurable business outcomes.



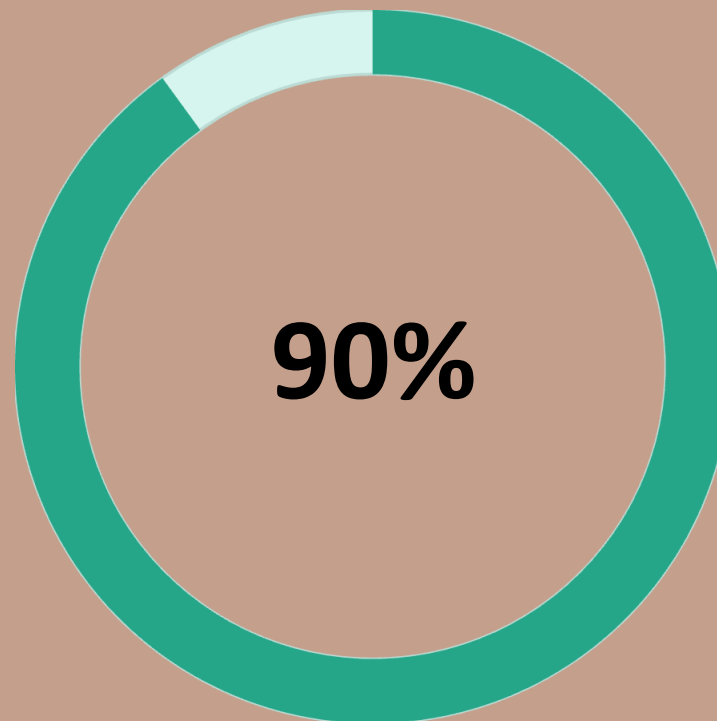
Language & Communication Skills



100%

Hindi

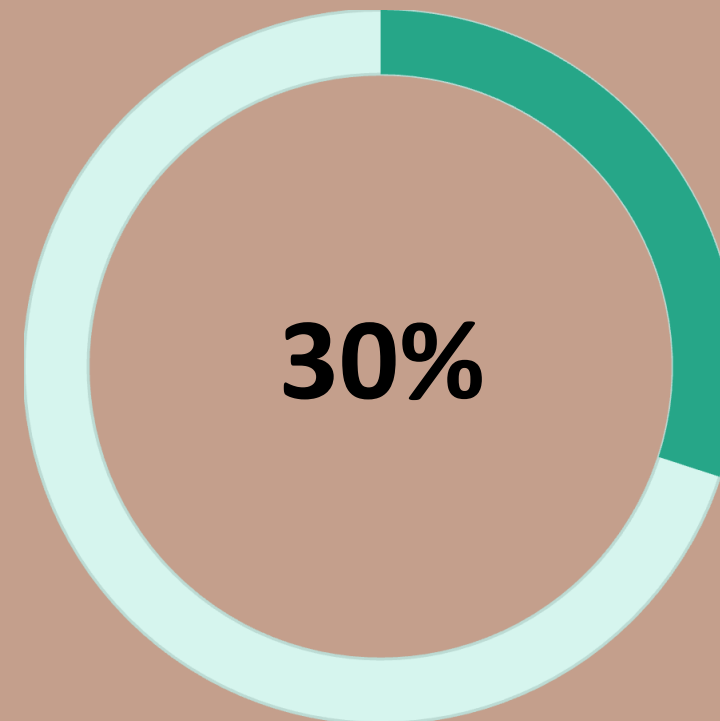
Native or bilingual proficiency



90%

English

Professional working proficiency



30%

Japanese

Elementary proficiency

Multilingual capabilities enable effective communication across diverse stakeholder groups, facilitating seamless collaboration in India's multicultural corporate landscape and supporting global business initiatives.

Beyond the Résumé

Strategic Thinking

A passionate chess player, I approach organisational challenges with the same strategic mindset—anticipating moves, planning multiple steps ahead, and adapting strategies based on evolving circumstances.

Creative Vision

Painting allows me to explore creativity beyond analytics, developing an eye for patterns and aesthetics that translates into designing engaging employee experiences and innovative HR solutions.

Let's Connect

Location

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Email

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LinkedIn

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Open to opportunities in HR strategy, people analytics, organisational development, and transformation roles where I can leverage my unique combination of analytical expertise and strategic HR capabilities to drive meaningful business impact.

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