


ANKIT BHATTACHARJEE


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 **XLRI JAMSHEDPUR | 2019**
Postgraduate Diploma in Human
Resource Management (PGDHRM)
CGPI – 5.458/8.000

 **IIT KHARAGPUR | 2017**
B. Tech (H) – Mining Engineering
CGPA – 6.70/10.00

 91.4% – **CLASS XII** | 2012
Grade A1 (95%) – **Class X** | 2010
99.58 percentile – **CAT** | 2016
Fellowship (*Sci.*) – **KVPY** | 2011

Compensation

Benefits

Performance Management

Executive Pay

Well-Being

Recruitment

Problem Solving

Critical Thinking

Communication

Analysis

Project Management

MS Office

WORK EXPERIENCE

- Ericsson | Compensation & Benefits Manager – BEWS APAC | June 2024 – Present**
 - Led APAC integration of Insurance (Medical, Life, Accident), Allowance benefits of BEWS to Ericsson
 - Managed non-costed benefits (Holidays, Leaves, Travel) and Communication planning (205 people)
 - Managed Offer Governance, Salary restructuring, Payroll & Timekeeping integration for BEWS APAC
- Schneider Electric | Senior Manager – Rewards | July 2022 – January 2024**
 - Managed Benchmarking, Pay Ranges, annual Salary Reviews & STIPs for R&D, Digital (3,400 people)
 - Led PMS (Goal Setting, Appraisal, Calibration, Communication), Promotions and PIPs (5,900 people)
 - Developed Increment Matrix (Rating vs. Compa Ratio) to differentiate talent, reward outperformers
 - Managed Compensation Budgeting, Offer Governance, revamp of Campus Rewards (13,000 people)
 - Designed retention program for High-Performance, High-Potential talent (9-Box; 3Y cost: ~₹61 cr.)
 - Led Financial Well-Being (HC: 1,557), Insurance, Leave Policies and HR M&A integration of 2 entities
- Google | Technical Recruiter – Cloud India | June 2021 – July 2022**
 - Pipelined 600+ candidates (gHire, LI Recruiter) for 30+ SWE, SETI talent requisitions (L3, L4 ICs)
 - Drove hiring strategy of Back-End, Full-Stack SWEs for 8 Cloud teams with SETI infra support
 - Led recruitment (activation, prep, interviews, Hiring Committee), onboarding for selected candidates
 - Built critical talent pool of top SWEs, SETIs from start-ups, FAANG companies for future activation
- Tata Group | TAS Officer ; Manager – Performance & Rewards | June 2019 – March 2021**
 - Managed compliance, salary restructuring for India Labour Codes; alignment of PMS best practices
 - Analyzed CEO Pay vs. Business Performance of 9 Tata companies, 43 competitors for 5-year period
 - Managed CXO Compensation Study with key insights for 23 Tata Group companies and Group NRC
 - Managed Salary Budgeting and Group policies for insurance, gratuity (mobility) and outplacement
 - Tata Sons** Co-ordinated scripts, content and design for Tata Employee Value Proposition films
 - Drove digital branding avenues for key events (e.g. Tata Crucible, Tata Ultramarathon)
 - AirAsia** Executed manpower budgeting, cost optimization (₹9.7 cr.) and structured pay ranges
 - Developed strategies for market-oriented variable pay, insurance and benefits policies
 - TASL** Managed creation of USTAD e-learning hub with EVP, vendor diligence and launch plan
 - Designed marketing plan, analyzed adoption rate and utilization data for 2,468 people
 - NEIDA** Analyzed agro-productivity, local marketing and partnerships for Mizoram farmers

INTERNSHIPS & EXTRA-CURRICULARS

- Marico STAMP : (2018)** Developed potential assessment framework for territory frontline sales personnel
Designed competency proficiency evaluation framework using data of 245 TSOEs
- Committee for Public Policy Research, XLRI Jamshedpur (Business, International Relations) | 2017 – 2018**
- Grand Final: Yes Bank Transform. Series (2017) | XL Final: Interrobang, Mahindra War Room, TUP (2018)**
- Dramatics & Cultural Assoc., XLRI Jamshedpur (2017–2019) | Debating Society, IIT Kharagpur (2013–2017)**
- Winner: NITRKL Parliamentary Debate (2016) | Runner-up: Creative Writing Contest, Saarang IITM (2014)**

Debating

Creative Writing

Reading

Swimming

Badminton

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