

Mehar Ahluwalia

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PROFESSIONAL SUMMARY

Strategic HR leader with 12+ years of global experience across diverse industries, driving business success through organizational transformation and change management. Expertise in Business Partnering, Talent Acquisition, Leadership Development, Performance Management, Talent Management, Employee Engagement, Learning & Development, Rewards, Career Planning and HR Automation. Thrive in fast-paced, high-performance environments where data drives decisions, people and pace drive execution and culture binds everyone together. Committed to building a positive, meritocratic and inclusive workplace, keeping the human angle at its core.

SCHOLASTICS

Qualification	Institute/ University	Year	CGPA/ %
PGDM – HR	Institute of Management Technology (IMT), Ghaziabad	2015	7.18/10
B. Com (H)	Shri Ram College of Commerce (SRCC), Delhi University	2011	77%
XII	Sacred Heart Sr. Sec. School (CBSE)	2008	95%

PROFESSIONAL EXPERIENCE

Ouro Global, Inc.	Director - People & Culture, India	Mar’24 - Present
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Head of HR, India at Ouro, a US-based global fintech company, leading the setup and expansion of its operations in India.

- Driving **HR strategy, communication** and **change management**, aligning with global leadership
- **Building a high-impact organizational culture** to effectively engage and retain employees
- Leading **Recruitment** for India (Tech & Non-Tech roles), rolled out 10 offers in April 2025 across levels
- Spearheading **initiatives** across HR Policies & Procedures, Employee Handbook, Organization Design, Employee Engagement & Relations, Performance & Talent Management, Career Planning, Compensation & Benefits, Compliance, Payroll & Benefits etc.
- Leading HR Business Partnering for **Spain**, driving strategic people initiatives to enhance employee engagement

123Stores E-Commerce Pvt. Ltd.	Assistant Vice President & Head HR	Jan’22 - Dec’23
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Head of HR at 123Stores (India & US), I partnered with founders to embed a **talent and culture** first mindset for **dynamic growth**. Led initiatives across Recruitment, Business Partnering, Performance, Talent Management, Engagement, Learning, and Rewards. Leveraged critical thinking, problem-solving, and collaboration to align HR strategy with business goals.

- **Built and led teams** at the intersection of ideas, data and technology, fostering a **high-performance culture** through empathy-driven **decision-making**
- Spearheaded **cultural transformation** and **change management, delivering impactful results** in a fast-paced, multicultural environment with a strong bias for action

Indus Insights & Analytical Services Pvt. Ltd.	Senior Manager & Head HR	Aug’19 - Jan’22
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Head of HR at Indus (India & US), I handled a full-spectrum HR role with focus on employer branding, attracting, onboarding, engaging, retaining & up-skilling talent. Led initiatives to enable teams to deliver business results, building teams with right talent, driving change & innovation, accelerating growth and operational excellence. I rolled-up to the Co-founders at Indus.

- **Hiring Strategy**: Designed hiring plans for the year, source mix and led campus recruitment
 - **Campus**: Anchored **Tier 1 undergrad & B-School recruitment** & engagement programs across top campuses

including IITs, BITS, SRCC, LSR, IIMs, ISB Hyderabad, FMS, IIFT, MDI & IMT

- **Lateral: Led talent acquisition**, driving **data-backed hiring decisions**
 - Significantly scaled **internal candidate pipeline by 15x**; optimizing sourcing strategies via LinkedIn (Job Posting & targeted Campaigns), IIM Jobs, referrals; liaise with external recruiting agencies
 - **Reduced hiring TAT from 4-6 weeks to 2 weeks** from start to final offer release
 - Enhanced **candidate experience**, and ensured **100% data accuracy** and quality
- **Talent Strategy, Policies & Culture**: Developed progressive HR policies, drove talent initiatives and fostered a strong workplace culture
- **Employee Engagement**: Strategized and drove initiatives during **WFH set-up** (virtual coffee/ lunch catch-ups, cook-offs & hobby clubs); work-life balance, fun/ team bonding events, employee surveys
- **People Analytics & Employee Lifecycle**: Optimized employee lifecycle through **data-driven insights**, improving **onboarding**, well documented **training feedback**, **performance management** (ongoing reviews; people analytics & trend reporting); **rewards** (recognize & motivate talent) and **exit management** (exit interviews & **attrition analysis**)
- **Employer Branding**: Positioned Indus as a top employer of choice for analytics talent by managing online reviews, strengthening social media presence on LinkedIn & Facebook, and fostering engagement with top campuses
- **HR Automation**: Implemented HRIS and ATS for process efficiency
- **Diversity & Inclusion**: Identified gaps and executed initiatives to build an inclusive workplace
- **Stakeholder Management**: Advised senior leaders on hiring, engagement, retention & manager capability building

Info Edge India Ltd.	Senior HR Business Partner	Apr'15 - Aug'19
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Lead HR Business Partnering for 99Acres and Shiksha, managing a workforce of ~1500 across sales, product, design, marketing and content functions.

Senior HR Business Partner	Apr'18 - Aug'19
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- **Partnered with business** on workforce and succession planning, skill assessment, team structuring, talent classification, training needs, L&D interventions and career progression
- **Understood business priorities and strategy** and designed people strategies to align with business goals
- Identified, **developed and retained talent** to achieve their highest potential
- **Identified ground-level challenges**, enhanced **employee experience and retention** through data-driven insights
- Analyzed **voice of employees** via engagement surveys, pulse sessions, exit and reflective interviews
- Led **employee engagement** through action planning workshops and implemented effective solutions
- Fostered a **high performance culture** by driving an effective performance management process: goal setting, timely and continuous feedback, and performance evaluations

Key Projects:

- Conceptualized & launched a **business level rewards & recognition** framework for significant business impact
- Analyzed **competition** w.r.t. structure, HC, quality of people, cost and shared insights with leadership
- **Employee engagement survey**: Drove rigor on participation, result cascade, FGDs and action planning
- **Campus hiring** for Product & Marketing roles across businesses
- Focused **learning interventions** like i-learn, internal trainings, brown bags
- Drove **employee connects** through coffee & pulse sessions, townhalls and face-time interactions

HR Business Partner	Apr'15 - Mar'18
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- Managed **end to end people processes** across businesses
- Led **capability building** initiatives across functions based on skill gaps
- Introduced a robust business specific **employee induction program** for new hires
- Designed talent engagement and **Rewards and Recognition** programs
- Provided **HR Policy guidance** and interpretation
- Analysed **attrition trends** through exit interviews, shared feed with business and designed retention strategies
- Competitive **Offer recommendations** in line with internal parity and market standards

Key Projects:

- **Performance Management** - Led the **central mid-year & end year appraisal campaigns** for 5000+ associates
- Drove sales **work levelling** through data analyses and role mapping
- Co-pioneered a well-structured **key account management module** for sales folks within stringent timelines
- Responsible for **headcount rationalization** & redeployment to align with business priorities
- Anchored **360 Feedback mechanism** for Product and Tech teams and presented to leadership for buy-in
- Designed the end to end **induction and onboarding program** at Info Edge
- **Process Automation** - **Set up the E-Exit Module for Info Edge** ensuring robust exit process with faster clearances, significantly reducing F&F payout TAT from 3-6 months to 1-2 months

SUMMER INTERNSHIP

Info Edge India Ltd.	Corporate Human Resources	Apr'14 - Sep'14 [6 months]
<ul style="list-style-type: none">● Implemented the Behavioral Competency Framework at Info Edge securing leadership buy-in, branding, launch, employee awareness and HR integration● Assessed development needs across levels and functions and designed IDPs and training plans● Led recruitment for Corporate Sales at Naukri via sourcing and walk-in drives● Revamped the Rewards & Recognition program for Sales Shiksha, boosting engagement		

PRE-MBA EXPERIENCE

Deloitte	Internal Audit & Risk Advisory	Jun'11 - Mar' 13
<ul style="list-style-type: none">● Team lead for stock analysis and verification for a leading healthcare client● Conducted process reviews and internal audits across procurement, inventory, logistics and supply chain● Managed Journal Entry Testing, data reconciliation, and accuracy for US clients using Deloitte internal tools		

ACHIEVEMENT & AWARDS

- **Indus Insights:** Awarded the **Indus Trailblazers Award** which is a company level award, within 4 months, for outstanding contribution and cultural impact
- **Info Edge India Ltd.:** Awarded the **Shiksha Toppers Award** which is a business level award, within 6 months, for significant business impact
- Awarded a Pre-Placement Offer (**PPO**) by Info Edge India Ltd.
- Awarded **CBSE Central Sector Scholarship** for outstanding performance in CBSE XII Boards 2008-11
- Secured **3rd rank** across **Tri-city** - Chandigarh, Mohali and Panchkula in CBSE XII Board Examination
- Awarded Certificate of merit for **consistent academic excellence** in Sacred Heart 2006-08

CERTIFICATIONS

- **People Analytics – The Wharton School** April 19

POSITION OF RESPONSIBILITY

- **Member, Placement Committee, IMT Ghaziabad** 2013-15
- One of the five students nominated to become **Google's Campus Brand Ambassador** for IMT Ghaziabad 2014
- President of Shri Ram Memorial Girls Hostel, SRCC 2010-11
- Member of Organizing committee Dramatics Society and National Service Scheme, SRCC 2008-09
- **Member of the Cabinet & Discipline in-charge** of Sacred Heart School 2007-08

KEY INTERESTS

- Travelling, Mandala art and photography