

GAURANGI SINGHAL

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MBA graduate, with 2.5 years of experience in Talent Management, Employer Branding and Culture and Experience projects, HRBP stint being a part of Reliance Emerging Leader Program and around 2 years of experience in software development

WORK EXPERIENCE

Reliance Industries Limited | HR Manager

June 2022 - Present

Current responsibilities include working on the Annual Talent Review Process as well as projects related to learning and development comprising of analyzing training impact, training need analysis and designing ALP's

Talent Management and Learning and Development

- Worked with C-Suite as HR Business Partner, leading initiatives in organization redesign, succession planning, talent management, and Rewards and Recognition Projects for workforce alignment.
- Conducted Business Talent Review to identify hi-potential talent and manage succession planning for key positions.
- Thoroughly analyzed training impact using data insights to assess effectiveness and identify areas for improvement.
- Directed full-scale organizational training needs analysis, identifying skill gaps and learning requisites.
- Worked with the Manufacturing L&D team to redesign the RCCE (Reliance Certified Chemical Engineer) Program to upskill employees in the Technology domain (New hires as well as through IJPs) and design ALP's for them.

Culture and Experience

- Designed and developed an internal Survey Tool (USAT) containing customizable options to cater to a wide range of problem statements.
- Collaborated with business stakeholders to develop an internal DEI tool which can be useful for different businesses in RIL
- Designed a Maternity Program for the women employees after evaluating 3-4 vendors- **JioMart Marketplace**

EVP and Employer Branding

- Created an Employer Branding proposal, benchmarking internally and externally on the identified tenets of EB, focusing on different personas
- Designed the EVP for the organization according to the e-marketplace space by internal and external benchmarking- **JioMart Marketplace**

Tech Mahindra | Front end Developer

July 2018 – August 2020

- Developed the UI/UX for 2 internal portals, Hiring as well as performance.
- Mentored 10 new project members and assisted them with the onboarding and training process

SELECTED PROJECTS AND INTERNSHIPS

Live Project – Searce Inc.

July 2021 - August 2021

- Sourced around 200 candidates from different portals such as Naukri.com, LinkedIn, etc. according to the JD of the role.
- Created Job Descriptions for 15 roles and revamped some of the older JD's to get more applications.

Abbvie India – Summer Intern

May 2021 – July 2021

- Worked on the end-to-end creation of the EVP framework for the organization after having focus group discussions with the different medical sales teams and the APAC teams of Abbvie
- Worked on revamping the HR policies for the organization after benchmarking different organizations

EDUCATION AND OTHER ACHIEVEMENTS

SCMHRD, Pune (MBA – PGDM HR) Overall CGPA 7.54/10

Pat on the Back award-Recognized for contributions in critical projects at Tech Mahindra

August 2020-March 2022
April 2019

College of Engineering Roorkee, Roorkee

Bachelor of Technology, Electronics and Telecommunication Engineering
Overall percentage 76.38/100

August 2013-June 2017

SKILLS/TOOLS & TECHNOLOGIES

Technical: Microsoft Office, Dashboards using Excel

Analytical: Data analysis, research analysis