



# JIMISH SABLOK

Work Ex: 14 Years (Consumer Goods, Internet, E-Commerce & Consulting)

Email: [sablokj@gmail.com](mailto:sablokj@gmail.com)

Phone: +91-8800669126

LinkedIn: [jimishsablok](https://www.linkedin.com/in/jimishsablok)

## SUMMARY

Result Oriented **HR Leader** with expertise in **Rewards, Budgeting & Manpower Planning, Performance Management, Analytics, Operations and Automation & Compliance**, managing **C-Suite Interactions, High Impact Projects** and leading teams to success

## WORK EXPERIENCE

HEAD - TOTAL REWARDS		BIRA 91	2021-2024
Impact	<ul style="list-style-type: none"> <li>Leading <b>HR charters</b> of Total Rewards (Compensation, Benefits, Performance Management), HR Budgeting &amp; Analytics, Automation, Compliance, Payroll &amp; Operations</li> <li>Seamlessly led <b>multiple cycles of Annual Review</b> and Introduced <b>Flexibility in Compensation</b> (including <b>ESOP</b> and <b>Incentive framework</b>)</li> <li>Introduced <b>Long Term Incentives</b> with a focus on <b>Total Rewards Philosophy</b> leading to <b>higher Employee Engagement and Retention</b></li> <li>Led <b>HR Transformation Initiatives</b> including Implementation &amp; Adoption of Amber (Engagement), Zwayam (Recruitment) &amp; Klaar (Performance Management) portal</li> <li>Project Managed multiple cycles of <b>Comprehensive Annual Budgeting Exercises</b> and ensuring budgets are adhered throughout the year with constant monitoring</li> <li>Spearheading multiple <b>Business Reviews</b> to showcase high quality HR deliverables and ensuring the right Leadership Support</li> <li>Managing <b>CXO level interactions</b> to gain alignment between Business and HR priorities</li> </ul>		
HEAD - TOTAL REWARDS (INDIA)		BYTEDANCE	2019 – 2020
Impact	<ul style="list-style-type: none"> <li><b>Compensation Strategy:</b> Led the complex compensation agenda for India market with talent mapping, benchmarking, periodic reviews and employee retention efforts; teamed up with business and various HR teams to listen and communicate; delved into LTI efforts not just limited to ESOPs</li> <li><b>Employee Benefits Offering:</b> Reviewed Bytedance's benefits philosophy and accordingly the offerings to get employee attention through efforts covering health and security, convenience, recognition and development &amp; holidays and leaves</li> <li><b>Performance Management:</b> Spearheaded the performance charter to timely evaluate, provide feedback and the corresponding rewards while collaborating with business team and HR</li> <li><b>Cross Geography Stakeholder &amp; Project Management:</b> Ensured collaboration with Headquarter team for all India specific efforts and managed project with strict timelines and my team's high-quality deliverables</li> </ul>		
DEPUTY DIRECTOR – TOTAL REWARDS		MYNTRA JABONG	2016 – 2019
Impact	<ul style="list-style-type: none"> <li><b>Led the charter of Compensation:</b> Developed compensation strategy (benchmarking, annual review &amp; retention efforts) for the firm; Collaborated with hiring, business, HRBP &amp; other teams to achieve desirable outcomes</li> <li><b>Owned Employee Benefits &amp; Wellness:</b> Rolled out processes to make current benefits more relevant and studied the market to launch newer ones for a superior employee experience; Created wellness offering &amp; partnered with external stakeholders for a productive workforce</li> <li><b>HR Policies &amp; implementation:</b> Owned the HR Policies and was responsible for their timely review &amp; implementation involving extensive intra group and intra firm collaboration</li> <li><b>Spearheading Integration &amp; HR Reporting:</b> Led the People integration of two businesses; Worked with HR teams to create a robust data depository and delivered actionable insights to management for creating a productive workplace</li> </ul>		
HR ANALYTICS & STRATEGY – DEPUTY MANAGER		SNAPDEAL	2015 – 2016
Impact	<ul style="list-style-type: none"> <li><b>Developing meaningful and effective dashboards</b> to enable the Leadership make smart people decisions <ul style="list-style-type: none"> <li>Focused on delivering insights in arena of Recruiting, Headcount, Learning &amp; Development, Payroll, Operations, HR Costs and Attrition</li> <li>Infusing <b>Predictive Analytics</b> in the said facets to enhance the HR Strategy</li> </ul> </li> <li><b>HR Data Architect</b> <ul style="list-style-type: none"> <li>Overhauling the current structure, defining relevant processes to support the continued build-up, and managing a complex change process for the new ERP implementation.</li> <li>Extending the same data transformation support for ERP implementation in subsidiaries</li> </ul> </li> <li>Developing, Owning and Managing the complete <b>Organization Structure</b> and the collateral processes</li> <li>Collaborating efficiently with business and other HR teams to achieve the above-mentioned results</li> </ul>		
TALENT AND WORKFORCE ANALYTICS CONSULTANT		DELOITTE CONSULTING	2013 – 2015
Impact	<ul style="list-style-type: none"> <li>Working heavily on <b>Talent Analytics</b> to enable the leadership make better and informed decisions on various Talent Aspects (Recruiting, Performance Management, Work-Life Fit, Career Models, Development, Talent Survey and Retention)</li> </ul>		

	<ul style="list-style-type: none"><li>▪ <b>Developing visualizations</b> (using Tableau) for an effective analysis involving high usage of MS Excel.</li><li>▪ <b>Storyboarding</b> through MS Powerpoint to convey the message efficaciously</li><li>▪ Responsible for end to end planning and execution of other Strategic and Tactical Talent Initiatives</li><li>▪ Acquired Project Management skills working with multiple stakeholders with simultaneous deadlines</li></ul>		
<b>ACQUISITION &amp; MOBILITY</b>		<b>DELOITTE SHARED SERVICES</b>	<b>2010 – 2013</b>
<b>Impact</b>	<ul style="list-style-type: none"><li>▪ Responsible for recruiting for Deloitte Consulting (and Support Services in past)</li><li>▪ Instrumental in the planning &amp; execution of biweekly walk-ins with high candidate turnover</li><li>▪ Developed and maintained relationship with Business Leaders displaying good networking skills</li><li>▪ Familiar with Applicant Tracking System</li></ul>		
<b>DEGREE</b>	<b>INSTITUTE/STREAM</b>		<b>YEAR</b>
<b>PGDM</b>	IMT, Nagpur (Human Resources)		2010
<b>B.Com (H)</b>	Panjab University, Government College – 11		2008
<b>Class XII</b>	DAV School, Panchkula		2005
<b>Class X</b>	DAV School, Panchkula		2003
<b>CERTIFICATIONS &amp; ACCOLADES</b>			
<ul style="list-style-type: none"><li>▪ <b>Cicerone Certified</b> Level 1 Beer Server (Total 174 in India), 2023</li><li>▪ <b>Outstanding Contribution Award</b> by the CEO (Bira 91), 2023</li><li>▪ <b>Aon LTI (Long term incentive)</b> certified – Aon, 2019</li><li>▪ Recipient of 1 <b>Infinite Mile</b>, 1 <b>Evangelist</b>, 1 <b>Service Champion</b> and many <b>Kudos Awards</b> at <b>Snapdeal</b>; 1 <b>Outstanding Award</b> and 3 <b>Applause Awards</b> at <b>Deloitte</b></li><li>▪ Rated as an ‘<b>Exemplary Performer</b>’ for FY2011, which is awarded to the top 5% national performers</li><li>▪ Participated and Won ‘Resource Optimization Module’ in XLRI Annual Event (HR Game- War of Wits), <b>XLRI Jamshedpur</b>, 2009</li><li>▪ First Prize in Dance Competition in National B-School Fest, <b>IMT- Nagpur</b>, 2009</li><li>▪ First and Second Prize in Quiz and FinQuiz respectively at inter-college level, <b>ICFAI Chd</b>, 2008</li><li>▪ Merit Certificate in <b>National Mathematics Olympiad</b>, 2003</li><li>▪ Merit Certificate in Maths Olympiad, <b>Talent Search Organization</b>, 1999</li></ul>			