

Job Description

POSITION DETAILS			
Functional Designation	Lead Corporate BHR- Business functions	Department	Human Resources
Sub Department	Business HR	HR Grade	Associate Vice President
Location	Corporate Office	Reporting Manager	Head BHR
Job Purpose			
As a lead corporate BHR in an NBFC, you will be expected to demonstrate strong leadership skills, an in-depth understanding of the financial industry, and the ability to foster a culture of collaboration and innovation within the organization.			
Principal Accountabilities			
<ol style="list-style-type: none"> HR Strategy Development: Collaborate with the executive team to develop and implement HR strategies aligned with the overall business objectives and growth plans of the NBFC. Performance Management: Design and manage performance appraisal systems, ensuring they are effective in evaluating and improving employee performance, productivity, and development. Employee Relations: Foster a positive work environment by handling employee grievances, conflicts, and disciplinary actions, while promoting a culture of open communication and employee engagement. HR Compliance and Policies: Stay updated on legal and regulatory changes, ensuring the company's HR policies and practices adhere to industry standards, labor laws, and corporate guidelines. Diversity and Inclusion: Promote diversity and inclusion initiatives within the organization, ensuring fair and equitable practices, and fostering an inclusive and respectful work environment for all employees. Succession Planning: Develop and implement succession planning strategies to identify and nurture high-potential employees, ensuring a strong leadership pipeline for future organizational growth and sustainability. Change Management: Facilitate smooth organizational change processes by providing support and guidance to employees and managers during periods of transition, ensuring minimal disruption to business operations. Responsible for aligning business objectives with employees and management. Providing HR guidance as and when required. Driving the culture of the organization across branches. Conduct effective and objective investigations. 			

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12. Drive various engagement initiatives for employees to keep them engaged and aligned.
13. Drive and conduct new joiner program, branch connects, skip level meets and various other HR initiatives.
14. Provide audit support and GPTW certification support.

Desired Profile

- Bachelor's degree in Human Resources, Business Administration, or a related field.
 - A master's degree or additional HR certifications (such as an MBA or HR-specific qualifications) can be an advantage.
 - Several years of experience in HR, with a focus on HR shared services in the financial services or NBFC industry.
 - Experience in managing HRSS functions, processes, and teams.
- Strong leadership and managerial skills to lead and mentor HRSS teams.
- Ability to set and achieve team goals and KPIs.