



SAHIL GARG

HR Leader | XLRI

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👤 PROFILE SUMMARY

- HR professional with **10+ years** of experience across **HR Business Partnering (Tech & Non-Tech), Performance, Compensation, Rewards, Talent Management, Acquisition and Organizational Development.**
- Adept at driving HR strategies across diverse industries including **Fintech, Oil & Gas, Manufacturing, Ed-Tech, Solar-Tech, and Construction.**
- Experienced in leading **multi-national HR teams** and setting up HR frameworks from scratch.
- Currently serving as a **senior HR leader** at a **fintech** startup in **Dubai**, managing key HR functions in **UAE, West Africa and India** to drive business impact.

🎓 EDUCATION

XLRI Jamshedpur, MBA (HRM)

2015 – 2017

ITM, Gurgaon (MDU), B.Tech, Civil Engineering

2009 – 2013

🧠 SKILLS & COMPETENCIES

HR Business Partnership |

Compensation and Rewards |

Performance Management |

Talent Acquisition | Talent Management |

Org Development | Product Management |

Vibe Coding / AI

💼 WORK EXPERIENCE (10+ YEARS)

Human Resource Business Partner - Fintech,

ROBUSTRADE/VIDITEC DMCC (KULU Mobile Payment App)

08/2025 – Present | Dubai, UAE

(Viditec is the fintech, pioneering a transformation in the financial landscape of West Africa through its flagship product, Kulu—a wallet-based mobile app.)

- **Leading HR function** for the **FinTech** company with Business & Tech team based in **UAE, West Africa and India**.
- Enabling business growth by **hiring for critical leadership roles in UAE & West Africa** along with creating **KPIs** across teams to ensure business achieves its outcomes.
- **Scaling up inhouse tech team** in India for efficient product delivery.
- Improved the hiring funnel by optimizing key funnel ratios and introducing streamlined processes, resulting in a 50% reduction in hiring TAT.

Senior Manager - Human Resources,

CASHFREE PAYMENTS INDIA PRIVATE LTD

06/2022 – 07/2025 | Bangalore, India

(Cashfree Payments is a leading Indian fintech company providing end-to-end online payment solutions for businesses.)

Led HRBP & TA function for Engineering (Tech), Product, Design & Data Analytics teams. Previously led HRBP for all Business & Corporate functions.

- Drove org-wide talent acquisition, engagement, and retention strategies—**reduced employee cost by 10%, improved retention by 20%, boosted engagement by 10bps**, and enhanced overall productivity.
- Led high-impact projects like retention and tech onboarding frameworks, product-wise P&Ls, etc. to drive key business outcomes; built dashboards to track metrics and deliver insights to senior leadership.

Led Compensation, Performance & Rewards COE for the entire company

- Led end-to-end compensation and performance programs (bands, appraisals, increments, ESOPs), **ensuring 100% on-time cycles and improving pay parity for 90% employees**.
- Built and implemented a Competency and OKR-based Performance Review system, achieving **95%+ OKR adoption and 40% faster review cycles** through training employees.

- Designed R&R philosophy, budgets, and function-specific reward plans, **increasing recognition coverage from 15% to 40%** and driving a 10% rise in engagement.

Head of HR, SENSEHAWK INDIA PRIVATE LTD

08/2021 – 05/2022 | Abu Dhabi, UAE

(SenseHawk is a global SaaS company in the solar industry, offering software solutions that streamline design, construction, and asset management of solar plants.)

- **Led HR for the Series A-funded multinational solar-tech startup.**
- **Hired for Critical positions** such as Ops Head, Sales Head for USA, Marketing Head etc. to ensure continuity in business operations.
- **Established UAE office**, ensuring seamless visa processing and relocation for 30+ critical employees, ensuring 100% retention.
- Designed and implemented all HR frameworks, leading to enhanced engagement and productivity.

People Partner - Product, Tech & Supply Chain,

11/2019 – 08/2021 | Bangalore, India

BYJU'S (THINK & LEARN PRIVATE LTD)

(BYJU'S was India's leading ed-tech company, providing personalized online learning programs powered by technology and interactive content.)

- Led HRBP for **1400+ employees** across Tech, Product, Game Studio, and Post-Sales (Ops, Supply Chain, Lending); also partnered with **US-based acquisition (OSMO)** for seamless integration.
- Scaled up the post sales operations team to 2x by streamlining decentralized hiring processes to ensure timely hiring and onboarding, **reducing TAT by 40%.**
- Led Talent Management & Development initiatives including Leadership Development Plans, targeted Promotion Plans, and L&D partnerships to upskill employees, resulting in 30% positions filled internally.
- **Led compensation benchmarking** for Engineering team, achieving a **60% increase in the acceptance rate for offers.**
- Executed Organizational Re-Design and Restructuring to support decentralization, enabling implementation of key HR initiatives like PMS, TM, and R&R.
- Managed contract labor lifecycle, coordinating with contractors, business, and finance teams to ensure 100% compliance in hiring, onboarding, payroll, and exits per CLRA and MSAs.

HR Business Partner,

06/2017 – 11/2019 | Mumbai, India

RELIANCE INDUSTRIES LIMITED - HYDROCARBONS

(Reliance Industries Limited is India's largest conglomerate with businesses spanning energy, petrochemicals, retail, digital services, and telecommunications.)

HR Business Partner for 500+ employees across corporate functions.

- Proactively focused on Talent Initiatives by doing Workforce Planning, identifying key Talents, ensuring a Succession Plan is in place and finally, identifying and pushing Hi-Potential Talent to become future leaders.
- Collaborated with central HR teams to ensure optimum and customer centric service delivery to all manufacturing employees (20000+).

Product Manager - Hiring Platform

- Developed an in-house hiring platform, **moving 95% recruitment online**, thereby reducing recruitment TATs by 50%

Civil Engineer - Affordable Housing,

2013 – 2015 | New Delhi, India

BMTPC - Ministry of Housing & Urban Planning, Govt. of India

(BMTPC is a central govt. agency in India, working on enhancing housing and infrastructure for urban and rural poor)

- Conducted technical & financial feasibility, and provided consultancy for Slum Rehabilitation Projects under central govt. schemes like JNNURM, RAY, AHP etc., which resulted in housing for 1000s of slum dwellers, impacting Rs 100 Cr worth of projects.

SUITABLE ROLES

Head of HR, Global HR Leader, HR Business Partner - Tech, HR Business Partner - Non Tech, HR Business Partner - Sales, Total Rewards Leader, Compensation Leader, Talent Acquisition Leader

SUITABLE INDUSTRIES

FinTech, Oil & Gas, Manufacturing / Solar-Tech, Ed-Tech, SAAS, Ecommerce, AI / ML / Crypto / Blockchain, Real Estate / Engineering / Construction