

DEBASHISH RAUL

Mobile: +91-96-545-96-397/ +91-8240-33-4851

E-Mail ID: debashish.hr@gmail.com / debashish.hrd@gmail.com

Address: Sect-82, Noida / Sect-14, Gurgaon [Delhi/NCR] | Ready-to-Relocate | Available for Interview



PROFILE SUMMARY

- Over **14 years** of post-MBA experience in Strategic, Tactical and Operational **Human Resource Management**:
 - ~ **Talent Management / Performance Mgt. (PMS)** ~ **HR Business Partner (HRBP)** ~ **Talent Acquisition / Leadership Hiring**
 - ~ **Organization Design and Development (OD)** ~ **HR Policy and HR Analytics** ~ **Technical Recruitment (IT, Engineering)**
 - ~ **Competency Mapping and Job Analysis** ~ **Talent Engagement & Retention** ~ **Manpower Planning & Resource Mgt.**
- Diverse Industries experience in IT/Software, Engineering Design, EPC Projects (Power T&D, Substation and Solar), Power Generations (Thermal and Solar), Power Transformer Manufacturing, Heavy Engineering, and HR Consulting.
- MBA (regular-2003), B.Sc., LL.B, Certified Performance & Competency Developer, Certified Thomas PPA Assessor (DISC)

ORGANIZATIONAL EXPERIENCE



Jakson Engineers Ltd.
[Corporate Office, Noida]

Manager – HR Business Partner
[Talent Mgt, PMS, OD, Hiring, HRBP]

Sept'17 - Till date

www.jakson.com: Established in the year 1947, Jakson Group is a leading Power & Energy and Engineering solutions company. Jakson has an extensive presence in India with 2500 employees, 4 manufacturing facilities, 1 Global Training Centre, 22 Sales Offices, 14 Service centres and a wide network of distributors and system integrators. The company has operations in Bangladesh, Nepal, Singapore, Dubai and several countries in Africa. Jakson corporate headquarters are located in Noida, Uttar Pradesh, India.

Role:

Strategic HR Business Partner (HRBP):

- Partnering with Business leaders, understanding business goal & HR business need, formulating & executing people strategy & policies that enable business leaders to achieve business goal and drive business growth.
- Spearheading Business HR functions, planning & executing strategic TM, PMS, TA and HR operations for Powergen business, consists of 4 business units, with over 1300 employees across PAN India, Nepal and Bangladesh operations.
- Based at Corporate office, managing a team seven team members, direct reportees and reporting to Vice President – HR

Talent Management, Performance Management (PMS), OD, L&D:

- Creating & encouraging HR systems that attract, develop and retain talents across all levels and verticals of business.
- Organisation design through designing organisation chart as per Business Units, Departments, Functions, Impact Level, Positions, Role, Reporting relationships, Locations, and getting the organization chart approved from management.
- Leading end-to-end PMS: Detailed Role profiling, Performance planning through SMART goals setting / KRA-KPI, Performance analysis & performance review discussion (PRD), Performance Assessment, Performance scoring & rating
- Analyzing post-appraisal documents, capturing inputs on area of improvement, planning & executing PIP.
- Training need identifications (TNI), preparing training calendar, executing training prog., evaluating effectiveness.
- Succession planning through identifying hi-pots leaders, and grooming those leaders through IDP/MDP programs.
- Competency Mapping through Job element analysis and Behavioural Anchor Rating Scale (BARS)

Talent Acquisition, Manpower Planning, and Resource Management:

- Driving Talent Acquisition across PAN India, Nepal and Bangladesh and fulfilling hiring demand across all levels adhering to key matrix: Hiring volume, Cost-to-hire, Time-to-fill, Quality-of-hire, Channel mix, Hiring mix and Diversity.
- Hiring technical resources: Design, Projects, Planning, Procurement, Tendering, Production, Sales & Service, IT/SAP.
- Manpower planning through partnering with BU heads, understanding business goal and manpower requirements.
- Resource management and utilisations through skill upgradation, resource mobilization, job-rotations and transfer.
- Vendor Management, reviewing contracts & empanelment, attending meetings, managing invoices & payments.

Talent Engagement, Employee Relations and End-to-end HR Operations:

- Executing Talent engagement through various engagement initiatives that make employees committed and engaged.
- Planning & conducting new joinee Induction & on-boarding process, ensuring they are well integrated with systems.
- Cordial Employee Relations through periodic meetings, communications and counseling, proactively identifying & resolving employee grievance and creating an environment where employee feel valued, respected, and empowered.
- Employee retention through identifying potential resources on verge-of-leaving and proactive retention persuasion.
- Accountable for seamless transactional HR Operations across end-to-end employee life-cycle, from joining till exit.

Highlights:

- Based at HO, heading Business HR functions, planning & executing strategic TM, PMS, TA and HR operations 4 business units, that includes two plants, having over total 1300 employees across PAN India, Nepal and Bangladesh operations.
- Formulated HR Policies, prepared HR Budget, designed Organisation Chart, ensured must-have JDs and Goal Setting.
- Rolled out PMS, conducted PMS awareness prog., facilitated PRD, Appraisal, executed PIP that improved performance.
- Fulfilled hiring demand for dept.- Design, Projects, Planning, Procurement, Production, Sales & Service, IT/SAP
- Optimized head-counts and over-time in plants, thus reduced manpower cost and improved business effectiveness.
- Improved induction process that helped new joinee to have a better integration & assimilation with the systems.
- Retained potential employees on verge of leaving through proactive retention persuasion and resolving their issues.
- Streamlined employee exit process by introducing new exit policy and exit process flow chart.



KSK Energy Ventures Limited.
[VS Lignite Power Plant, Rajasthan]

Manager – Human Resource
[PMS, OD, Talent Mgt., Hiring, HRBP]

Apr'16 – Sept'17

www.ksk.co.in: KSK Energy Ventures Ltd., established in 2001, Leader in Power & Energy in India, is primarily in to Developing & Operating Power Projects across India (5000 MW) ♦ **Solar Power** :SMPCPL - 1*10 MW at Rajasthan ♦ **Thermal Power** : VSLP - 1*135 MW at Rajasthan # KMPCL - 6*600 MW at Chhattisgarh # SWPL - 4*135 MW at Maharashtra # SLPL - 2*43 MW, Maharashtra # SRPCPL - 1* 58 MW at Tamilnadu

Highlights:

- Partnering with two Business Units i.e. VSLP (1*135 MW Thermal Power) and SMPCPL (1*10 MW Solar Power) having over 550 employees, spearheaded Performance Management (PMS), Talent Management and end-to-end HR Operation
- Rolled out month-on-month PMS, Promotions & Elevations, Performance Link variable pay (PLVP), and IRS.
- Designed & updated Organisation Chart (OC) in MS-Visio for Thermal and Solar Power units and got it approved.
- Involved in Manpower Planning, Hiring, Resource Mobilisations, Job Rotations, Transfers, and Resource Optimisations.
- Ensured seamless HR operations for end-to-end- employee life cycle.



Prime Meiden Ltd., (Japanese MNC)
[Corporate Office, Udyog Vihar, Ph-II, Gurgaon]

Dy. Manager - HRD
[Talent Acquisition, PMS, Talent Mgt, HRBP]

Apr'10 till Mar'16

www.primemeiden.com / www.primegroupindia.com : Incepted in 1986, Prime Group is a highly diversified group company, having over 18 companies, 8 joint ventures, 35 branches, 5 manufacturing units and over 1500 employees. ♦ **Engineering Design** (Civil/Structure, Electrical, HVAC, PHE, Plumbing & Fire-fighting) ♦ **EPC Projects** (Power Transmission, Distribution, Substations, Solar PV) ♦ **EHV Power Transformer Manufacturing** (up to 765 KV class power transformer) ♦ **Heavy Engineering** (Drilling Rigs, Mobile Crusher, Tanks and Heavy engineering equipments for Construction & Mining Industries) ♦ **Power & Energy Industrial Products Sales & Services** (Industrial UPS, Industrial Automation & Control System, Test & Measuring Equipments, CNC Machine Tools, PCB Assemblies) ♦ **IT-Software Services & Solutions** (Business Applications and Scientific Solutions)

Highlights:

- Based at Corporate Office, partnered with diversified business operations of Prime Group having 1500 employees, was leading Talent Management, Talent Acquisition & Hiring, Performance Management and end-to-end HR Operations,
- Designed and implemented Performance Management Systems (PMS) that substantially improved role clarity, accountability, human capital utilisation, productivity and created a performance driven work culture.
- Streamlined Talent Acquisition, managed a team of specialized recruiters, and saved hiring cost over 1cr per annum.
- Hired technical resources across all level - junior, middle and senior mgt. (up to GM, VP and President level)
Architect, Design Engineer, Draughtsman, Planning Engineer, Project Engineer, Quality Engineer, Quantity Surveyor, Procurement Engineer, Tendering Engineer, Sale & Service Engineer, Production Engineer, # Software Engineers: C/C++, Asp.Net, Java/J2EE, SAP



Melstar Information Technologies Ltd.
[CMM L-3 IT Company, Yash Birla Group, Gurgaon]

Senior Executive - HR
[IT Recruitment, Resource Mgt., HRBP]

Feb'07 till Mar'10

Highlights:

- Played pivotal role IT Recruitment, Resource management, and HR Business Partner of software engineers
SAP Technical Consultant (ABAP, Netweaver/XI, BW, BI, BASIS); **SAP Functional Consultant** (FI/CO, PP, MM, SCM, SD, HRM, CRM); **Oracle Apps Consultant** (AP, AR, GL, FA, BOM, WIP, WMS); **Data-Warehousing (ETL Tools** - Informatica, Datastage, Abinitio, **Reporting Tools** - Business Objects, Cognos & Hyperion); **Mainframe Technologies** (COBOL, VSAM, JCL, CICS, DB2, IMS, IMS/DB); **AS/400 Technologies** (PRMS, RPG/400, RPG/ILE, RPGLE, CL/400, DB2/400, BPCS); **Lotus-Notes** (Lotus Notes & Domino-Server); **JAVA/J2EE** (Core-Java, JSP, Servlet, EJB, Struts, Hibernate, Spring, UML); **Microsoft Technologies** (ASP.Net, C#, Ajax, Web Services, SharePoint Portal, BizTalk, Commerce Server); **Software Testing/QA** (Manual, Automated, QTP, QC, Load Runner, Winrunner, Regression Testing, Stress Testing, Database Testing)

PREVIOUS EXPERIENCE:

Worked with M/s ALP HR Services Pvt. Ltd., New Delhi as Executive - HR from Jan'05 till Feb'07
Worked with M/s MaFoi Management, Bhubaneswar as Business Officer from Feb'04 till Jan'05

EDUCATION

Professional / Academic Qualifications:

- Master of Business Administration (MBA-HR, Regular), Utkal University, BPUT, Orissa 2003
- Bachelor of Science (B.Sc.), F.M. University, Orissa 2001
- Bachelor of Laws (LL.B.), F.M. University, Orissa 2014



HR Certifications / Trainings Programs:

- Certified PPA Practitioner (Psychometric Assessment - DISC profile), by Thomas International
- Certified "Performance & Competency Developer – CPCD", by Middle Earth CAMI
- Training on "Performance Management System - PMS", by TV Rao Learning System (TVRLS)
- Training on "HR as Business Partner" by SHRM India.
- Training on "Talent Solutions through LinkedIn" by LinkedIn
- Training on "Competency based Recruitment & Selection", by Global Academy



PERSONAL DETAILS

Date of Birth : 01-July-1981
Marital Status : Married (Blessed with a Daughter ☺ 1 Year Old)
CTC (Present / Expected) : 12 LPA fixed (+ PLR 15% + Other Benefits = 14 L) / Expected (May be discussed, not a constraint)
Notice Period : 1 Month (May be discussed for Early Joining)
Job Location : Open to relocate anywhere in Delhi-NCR / India / Abroad (Canada, Australia, Dubai)