

ARVIND KUMAR R S

Senior HR Professional

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PROFILE SUMMARY

Accomplished HR leader with 18+ years of progressive experience across IT, ITES, consulting, and infrastructure. Strategically aligns HR initiatives with business goals to drive growth, enhance workforce performance, and foster inclusive culture. Expert in HR Operations, Business HR, and Compensation and Benefits, having led impactful programs from startups to large enterprises.

AREA OF EXPERTISE

Strategic HR Leadership, Talent Management & Succession Planning, Digital HR Transformation, Employee Engagement & Culture, Performance Management (Balanced Scorecard), Compliance & Regulatory, Diversity, Equity & Inclusion, ESG, Learning & Development (Digital), Compensation & Benefits, Employee Welfare & Rewards and harmonization of HR systems post acquisitions

NOTEWORTHY CONTRIBUTIONS

a) Strategic Talent & Organizational Resilience

- Built scalable in-house HR capability to anchor growth resilience and replacing L&T shared services by saving INR 3 Crs annually.
- Integrated 3 acquisitions with ISO compliance, ensuring cultural consistency and audit-ready governance.
- Managed and Optimized ₹125 Cr HR budget to fuel expansion while maintaining fiscal discipline.

b) Talent Mobility & Retention

- Accelerated onboarding and reduced ramp-up time and fostered organization culture.
- Reduced first-year attrition by 20% via targeted retention programs.
- Elevated employee experience (EX) with personalized feedback and transition support.

c) Total Rewards & Competitive Edge

- Designed market-leading comp/benefits (with AON and KPMG) to attract and retain top talent and ensure post-acquisition pay equity.

d) HR Tech

- Achieved payroll accuracy across complex HRIS including implementation and transitions (Employwise/ADP/HROne).
- Digitized talent lifecycle for unified recruitment, performance, and data management.
- Integrated M&A systems and enabled COVID remote work continuity.

e) Performance & Recognition ROI

- Aligned employee goals with strategy via BSC-KPI frameworks.
- Leveraged Power BI dashboards for data-driven talent decisions.

f) Leadership Pipeline

- Led 9-month IIT Madras leadership transformation for senior leaders, advancing operational leadership capabilities.
- Promoted 80+ high-potentials to mid/senior roles via LDPs, MDPs and IDPs.

g) Industrial Relations & Compliance

- Reduced disputes for 3,500+ contract staff through labor-law rigor.
- Protected 95% staff during COVID (telemedicine, vaccines, mental health stipends), cutting stress absences 30%.

h) Culture as Strategic Asset

- Drove cultural improvement (Gallup) by closing recognition/communication gaps.
- Maintained remote engagement via virtual town halls, mental health support, and flexibility.

i) Succession & Enterprise Risk Management

- Achieved succession readiness for critical roles through data-driven development [9 Box].
- Future-proofed leadership pipeline with accelerated high-potential development plan.

j) DEI & Crisis Stewardship

- Increased female leadership 25% via "Nari Shakthi" initiative.
- Expanded talent diversity across 17+ Indian regions.

PROFESSIONAL EXPERIENCE

HR Head [Projects & Asset Management Entities] Interise Investment [Formerly L&T IDPL INDVIT SERVICES LTD]	Sep 2020 - Till date
<ul style="list-style-type: none">Built HR function from ground zero. Drove 3 ISO-compliant integrations transitioning HR from L&T Shared Services. Championed transformative talent, succession & diversity initiatives alongside Mr SV Nathan – Celebrated HR Leader, India, AON, KPMG & L&T leadership.	
Manager - Talent Management ITC Infotech Bangalore	Feb 2020 – Aug 2020
<ul style="list-style-type: none">Talent Management Lead directing 2 HR BPs to synchronize global talent strategies with growth. Engineered org-wide performance management system embedding data-anchored recognition and accountability.	
Principal Consultant DBEE Consulting, Bangalore	Jan 2017 – Jan 2020
<ul style="list-style-type: none">Devised end-to-end HR projects as SPoC, delivering tailored solutions (workforce planning, talent acquisition, PMS, comp/benefits) aligned with client goals to drive efficiency and growth. Optimized HRIS for streamlined data/compliance, and engineered competency-based roles with behavioral interviewing frameworks to enhance talent assessment precision.	
Sr. Manager (HRBP) Hinduja Global Solutions	Jun 2015 – Dec 2016
<ul style="list-style-type: none">Led scaling of 3,000+ agent workforce (from 2,200), securing 100% C-suite/CHRO alignment on HR initiatives. Drove 5% attrition reduction via retention programs and real-time KPI dashboards. Transformed agent demographics through targeted hiring/inclusion training, boosting female representation from 30% to 55% while enhancing collaboration.	
Head HR / Sr. Manager – HRBP Magnasoft Consulting Pvt Ltd	Jan 2011 – Jun 2015
<ul style="list-style-type: none">Led from zero-to-one HR build with veteran advisor Nagendra Rao (funding company validated – Café Coffee Day), scaling systems from 162 to 800+ employees across 3 entities. Engineered total rewards transformation via competency-mapped structures and benchmarking. Drove engagement/retention programs elevating HR's strategic influence. Achieved ISO compliance and implemented GreyTHR HRIS for streamlined Hire2Retire operations.	
Manager - HR eQura HR Consulting Pvt Ltd	Aug 2006 – Jan 2011
<ul style="list-style-type: none">Founded HR function, architected lifecycle frameworks scaling to 300+ staff with growth-enabling policies. Deployed MBO-linked metrics aligning individual goals with agency targets. Optimized variable pay systems (bonuses/incentives), boosting performance by 25% across teams.	

EDUCATION

- Executive Program in Human Resource Management, IIM Kolkata
- Post Diploma Graduate in Human Resource Management & Personnel, AIIMS Chennai
- Masters in Human Resource Management, Kuvempu University
- Post Graduate Diploma in Human Resource Management, KSOU Mysore
- Bachelor of Commerce, Bangalore University

CERTIFICATIONS

- Total Rewards • Performance Management • Fast Track HR Professionals Program, NHRD Bangalore

PROFESSIONAL ASSOCIATIONS

- Legends Toastmasters Club • NHRD • NIPM • Society of HRM

PERSONAL DETAILS

- Date of Birth: 12th May 1983 • Marital Status: Married • Languages Known: English, Kannada, Telugu and Hindi
- Hometown: Bangalore, India • Current work Location: Chennai/Mumbai • Willing to work anywhere in South India