

DGM Talent Engagement

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Company: BPO

Location: tamil nadu

Category: other-general

Job Title Deputy General Manager - HRBP

Reporting to General Manager

Location Coimbatore

Working Hours/ Days 5 days

Shift 3 PM – 12 AM

Team Size Managing 3000 head count

Desired skills and qualification Educational Qualifications

Bachelor's degree in Human Resources, Business Administration, or a related field (Master's degree preferred)

Mandatory Skills

Excellent communication and interpersonal skills. Solid problem-solving and decision-making abilities. Strong knowledge of HR practices, employment laws, and regulations. Strong

project management and organizational skills.

Preferred Skills

- Ability to handle sensitive and confidential information with professionalism and discretion.
- Strong leadership and team management skills.
- Analytical mind set and ability to use HR metrics for data-driven decision-making.
- Proficiency in HRIS (Human Resources Information Systems) and MS Office applications.

Purpose of the Role

As an Assistant General Manager - HRBP (Human Resources Business Partner), you will hold a senior leadership position within the HR function, reporting directly to the General Manager or a similar executive-level role. You will be responsible for leading the HRBP team for a Line of Business, driving the organization's people strategy, and ensuring alignment between HR initiatives and business objectives. Additionally, you will serve as a key strategic partner to senior executives, providing expert HR guidance and support.

Roles & Responsibilities

- Build strong relationships with senior executives and business unit leaders to understand their strategic goals, challenges, and HR needs.
- Collaborate with the executive team to align HR strategies and initiatives with the organization's overall objectives and direction.
- Serve as a trusted advisor to senior leadership, providing expert HR guidance and influencing decision-making processes.
- Manage and resolve complex employee relations issues, ensuring fair and consistent

application of company policies and legal regulations.

- Lead employee engagement initiatives, such as surveys, feedback mechanisms, recognition programs, and employee events.
- Foster a positive work culture by promoting diversity and inclusion, employee well-being, and work-life balance.
- Oversee effective communication channels to ensure transparency and alignment with organizational goals.
- Contribute to the development and implementation of HR strategies, policies, and programs that align with the organization's business objectives.
- Stay updated on employment laws and regulations to ensure compliance and mitigate legal risks.
- Analyse HR metrics and trends to provide insights and recommendations for continuous improvement.
- Provide leadership, guidance, and mentorship to the HRBP team, fostering their professional growth and development.
- Set performance expectations and manage the performance of direct reports.
- Collaborate with other HR leaders to drive HR initiatives and create a high-performing HR team.
- Collaborate with the Shared Services team and the organization's vendors to ensure benefits and services are available and being offered at the highest level of service and value & Periodic reviews with respective stakeholders

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