

Human Resources Lead

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Company: ACG World

Location: mumbai

Category: other-general

External Title:Lead L&OD, TM & DEI

Department: HR & Admin

Internal Title: Sr. Executive

Grade:M07

Experience5-8 Yrs

Location:Kandivali, Mumbai

Work Type:Full-time, Permanent

Work Mode: Work From Office

Reports To:HR Head

Business Unit: ACG Inspection Systems Pvt. Ltd.

Job Objective

Lead initiatives covering entire Learning & Development, Organisation Design and Talent Management for ACGI Business and supporting the HR Head in various other initiatives.

Primary responsibilities

Strategic and planning

Strategizing and Leading all people development interventions for the organization which will include selection, assessment, coaching, individual development planning, talent review, succession planning and development programs.

Functional

Operations Management

Responsible for end-to-end learning & development initiatives in the organisation. Creating awareness on IDP, help managers / associates making IDP, collating IDPs making training calendars; organising training programs; making reports; capturing the effectiveness;

Preparing reports & trackers. Identification of training and development gaps and deploying processes and programs to close the gap.

Focus on consistent implementation, capability building, Training, Learning and Development of the executives and leadership team.

Supporting the development of high potential associates at all levels, ensuring an enhanced pipeline of high performing professional talent

Ensure L&D matrix & capability framework is implemented, and proper tracking is done to measure the impact.

Collaborate with the leadership team on the formulation of key strategies by anticipating TM issues and solutions as appropriate.

Collaborate with Corporate CoEs for any new initiatives and other activities.

Ensure timely completion of CSAT & 360 degree surveys.

Lead DEI initiatives for the unit and plant associates.

People development

Ensure cross functional team working

Key Result Areas

L&D Index

OD Index

TM Index

DEI Initiatives

Qualification:

5-8 Yrs in HR - L&D domain

MBA/PGDM in HR

Background of managing associates from IT Service/Consulting/Product

Max CTC: INR 12,50,000 per annum.

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