

JOB DESCRIPTION			
JOB DETAILS			
Job Title	Sr. People Partner		
Function	HR	Location	Mumbai -BKC
Direct Reports:	Head – People	Matrix Reports:	NA
<p>Vision India is a Business Conglomerate having three evolved business verticals - Staffing, Skilling & Advisory Services. With a 32000 associate base and 105+ Indian, MNC and Government of India/ State(s) entities proudly listed in our clientele, we offer an assurance of our proven credentials & differentiated service propositions across all the lines of our business to the clients across the country, APAC, Europe & Americas.</p> <p>It has recording consistent growth in the topline over the last years & stands proudly at INR 200 Crores for the year 2022-23, registering a 21% CAGR. It is poised for a much sharper top line growth in the forthcoming years riding on the projects commissioned in the last year besides the strong fundamentals on Staffing, Skilling & Advisory businesses.</p>			
I. JOB PURPOSE			
<ul style="list-style-type: none"> • Work closely with business leaders and business line management to build their people capability, manage talent strategies and optimize their human capital. • Enabling the business to win and retain clients and achieve long-term success. • Attracting and retaining the right mix of talents to achieve business outcomes. 			
II. KEY RESPONSIBILITIES			
Translate Business Goals into People Strategy			
<ul style="list-style-type: none"> • Set people priorities that are aligned with the business strategies and operational plans and realities. • Develop and implement solutions to address key business challenges (growth) and risks (manpower cost, retention, technology transformation, quality of work) • Drive data-driven, principled decision making. • Champion positive change & progressive, inclusive people practices 			
Leadership & Management Advisory			
<ul style="list-style-type: none"> • Provide expertise knowledge, solutions and advisory on: <ul style="list-style-type: none"> ▪ organizational design, team structure ▪ Talent management, succession planning, talent retention ▪ manpower planning & cost management ▪ Culture, employee engagement ▪ Change management ▪ Internal policies and external regulatory compliance • Coaching managers of managers to help them succeed and their business goals in a way that’s in line with corporate values. Be the first point of contact from HR for new People Leaders 			
Key Account Manager for Business representing HR and vice versa.			
<ul style="list-style-type: none"> • Representing the business, convey their needs to influence CoEs & Shared Services, “joining the dots” for the business so that it’s a seamless, integrated experience for them. • Support key annual processes e.g., AOP, Salary Review, Performance Review, Talent Review, DEI etc • Regularly monitor outcomes delivered by CoEs and Shared Services; drive collaboration within HR to ensure good service levels and continuous improvement 			

III. QUALIFICATIONS, CERTIFICATIONS AND EXPERIENCE

Minimum Qualifications

- MBA in Human Resources
- Experience 8 – 12 Years

- Minimum 12 years of experience as a Business Partner or in a similar capacity within a people team, demonstrating a solid understanding of people practices and strategies.
- Strong leadership, management, communication, interpersonal, people, and analytical skills.
- Capable in influencing senior management and departmental heads into the adoption of new initiatives, beneficial people management policies and procedures.

Collaborative, self-motivated and excellent interpersonal skills

To know more about **Vision India**, visit us at www.vispl.co.in; www.justjob.co.in

