

HRD Head
(Position Code – HRD)

(1) Job Context :

The IL&FS Education Group is an organisation of 15,000+ employees and associates engaged in the implementation of initiatives related to 3Es : Education, Employability and Employment. Along with its subsidiaries – IL&FS Skills, IL&FS Clusters and STAMP – it provides services in education, vocational skill development, industrial cluster development and assessments, impacting 15 million people on daily basis. While we have been working with the Governments and private sector as service provider, going forward we are focussing in creating digital solutions for B2B/B2C that can create further impact at scale as well as result in exponential growth in revenues.

In order to achieve that we have launched a structured change management process in the organization that includes creating the most competent, aligned and empowered team.

Given this, in this role as the head of Corporate HR, you will be required to bring excellence in the administrative aspects of HR as well as strategic aspects of HR with strong business orientation, and help in achieving the organization's strategic priorities

(2) Job Role: Bring relevant best practices to upgrade the following:

- Recruitment and Onboarding Process
- Job Distribution
- Team Structure and Org. Structures
- Performance Appraisal Process
- Employee Engagement
- Payroll and HR Admin
- L & D
- Supervisory and Management Development
- Use of technology to increase efficiency of the HR Processes

(3) Key Accountability:

- Partnership with business to help implement the strategies by providing the relevant HR inputs
- Establish a High Quality Recruitment Process and ensure quality talent inflow
- Effective Talent Management, Succession Planning and Career Planning
- Role based L & D with business impact
- Leadership Development and Organizational Culture
- Help Implement Knowledge Management Systems
- Make HR Dept. a competitive strength of the organization

(4) Experience

- **Academic** - Post Graduate – with specialization in Human Resource management/ development
- **Work**
 - Must have 10-15 years of HRD experience at Senior management level preferably in a technology company employing more than 1000 staff

- Specialized training in employment law, compensation, organizational planning, organization development, employee relations, safety, training, and preventive labour relations, preferred
- Demonstrated excellence in
 - Competency Framework – Design and Implementation
 - Setting Robust Recruitment process ensuring quality and quantity
 - Talent Management including competency based evaluation, L & D and career planning
 - Change Management

(5) **Competency Wish List:** Master of Administrative HR as well as Strategic HR.

(6) **Location:** Delhi

(7) **Remuneration:** As per Industry Standards

Interested candidates with relevant profile may apply at iets.recruitment@ilfsindia.com with Subject: “Application for <<Position Code>>” with their latest CV and a covering letter stating 3 locations in sequence of preference and description of why they would be the best fit for the applied role.