

Vice President - Human Resources, India

- Strategic, operational and country-wide focus
- Based in Mumbai, India

- Annual Cash Compensation + Bonus + Benefits, negotiable

ERLMS Limited is a professional management consulting firm specialising in providing Organisational & Human Resource Management Consulting, IT System Development & Solution and Executive Search services to companies worldwide.

Our client, one of the world's leading technology and engineering company, is seeking a seasoned leader at the Vice President level to lead the Human Resources function of its organisation in India.

Dually reporting to the Head of Business and the Regional HR Leader, your primary responsibilities include:

- Direct and lead the full spectrum of strategic and operational human resources activities and processes for its fast-growing Indian organisation.
- Act as a business partner to the Indian executive team. Lead and coach business leaders through challenging and changing moments, and in the development of robust HR strategies and plans to support continued growth in the country.
- Facilitate organizational development and change management programs in order to bring the organization to the next level of competency.
- Provide advice and facilitate solutions to employee and leadership issues. Manage industrial relations and ensure a sustainable and productive working environment.
- Act as the local champion of business ethics and safety in the local organization and ensure that all HR policies and programs are executed in compliance with local labour laws and Company's principles.
- Engage, motivate and retain employees and in particular the key talents through effective communications, organizational development and retention programs.
- Transform the HR function into competitive advantages for the company and build a high-performing HR organization.
- Drive and roll-out global and regional initiatives in the local organization including leading assigned strategic projects.
- Ensure fair and consistent application of HR policies and procedures across the various operating sites of the Indian organization.
- Ensure accurate and up-to-date country and market data are reported and provided as and when required for management decision-making and HR policy formation.

KEY SKILL AND ATTRIBUTE REQUIREMENTS FROM THE INDIVIDUAL

- Strong business acumen
- Good HR strategic planning and operational management experience, preferably across India
- Good customer orientation and sensitive to cross-cultural environment and consulting with multiple stakeholders
- Excellent interpersonal, presentation and persuasive skills that can influence senior management
- Familiar with working in the fast paced and performance driven cultural environment
- Ability to work under pressure, challenging working environment and tackle problems in a positive way
- Capable of handling a high level of responsibility and autonomy
- Experience in dealing with senior and top management executives
- Strong people management, leadership and interpersonal skills and a high degree of integrity
- Strong execution capability with process orientation, able to manage a small and less established HR platform and create and implement programmes and processes efficiently
- Good command of both written and spoken English, additional Asian languages a plus

WORK EXPERIENCE AND QUALIFICATION

- Bachelor's Degree in Human Resources Management or other related disciplines. Professional qualifications in industrial relations is an asset
- 15 years of HR Management experience, of which 8+ years must be in a senior HR leadership role from established multinational corporations
- Experience gained in manufacturing or engineering environment is a must
- Experience gained outside of India is a definite advantage

Senior HR professionals with country-wide and/or regional experience from within multinational corporations are most encouraged to apply.

The Hiring Company would like to have someone on board as soon as possible. Interested candidates, please send in your application immediately.

To apply, please email your detailed resume with a covering letter explaining your suitability for the position to ERLMS Limited on mhyong@erlms.com. Please also indicate in the resume your current and expected salary packages, a must.

All information collected is solely for recruitment purpose and will be treated in the strictest confidence.