

BOB Financial Solutions Limited is a wholly owned subsidiary of Bank of Baroda and a Non-Deposit Accepting Non-Banking Finance Company (NBFC). BFSL was established in the year 1994 to cater to the need of rapidly growing credit card industry in a focused manner. BFSL is one among the pioneers in Indian card market and was the first nonbanking company in India to issue credit cards.

The Company's core business is credit card issuance.

<b>Position</b>	<b>AVP / Manager- Human Resources</b>
<b>Role &amp; Responsibilities</b>	<p><b>Key highlights of the role are listed below (purely indicative and not limiting):</b>  Incumbent would be responsible for HR Business Partnering along with Key project implementation. Role holder will also have few responsibilities towards Learning &amp; Development and Corp HR.</p> <p><b><u>Learning &amp; Development</u></b></p> <ul style="list-style-type: none"> <li>• Identifies training needs for teams and individuals.</li> <li>• Evaluate training programs along with Learning and development vertical for the departments.</li> <li>• Participates in evaluation and monitoring of training programs to ensure success. Follows up to ensure training objectives are met.</li> <li>• Provide guidance to the business on developmental needs</li> <li>• Prepare relevant analytics and reports/dashboard</li> <li>• Support central L &amp; D team in training initiatives.</li> </ul> <p><b><u>Learning &amp; Development Management</u></b></p> <ul style="list-style-type: none"> <li>• Analyze and Understand key learning requirements of the Channel and arrive at Training Strategies.</li> <li>• Build strong relationship with Channel at Corporate, Zonal and Regional level to design and implement Training Strategy</li> <li>• Effectively leverage the reach and presence of Channel for Training the Channel resources.</li> <li>• Evaluation and assessment of Learning requirements on large scale and arrive at Training strategy.</li> <li>• Manage training operations, continuously streamlining and improving processes.</li> <li>• Develop and implement process for Trainer empanelment, enrolment and enablement</li> </ul> <p><b><u>Talent Management:</u></b></p> <ul style="list-style-type: none"> <li>• Provide professional expertise and support in the design, development and implementation of the talent review process that results in the creation of an internal bench of top talent.</li> <li>• Develop framework for Identification of Critical talent and their Career Planning.</li> </ul>



- Collect, analyze and maintain data gathered for targeted leadership development (e.g. succession planning).
- Ensure that organization-wide talent management initiatives are focused and aligned on improving operational and program efficiencies and effectiveness
- Recommend assessment tools to identify high-performing individuals and high potentials.
- Discuss career-pathing options with high-potential employees
- Conduct skills gap analyses to determine personnel needs
- Organization structuring, Creating organizational charts and Job descriptions
- Manage employee exit processes, including conducting exit interviews

**Policies:**

- Foster a great environment through reviewing HR policies and establishing right work culture for BFSL.
- Assist corporate HR team members in areas covering employee engagement, performance management, organizational design, talent management, policy and process review.

**OD and Culture:**

- Design and deliver OD and change management strategies, processes and interventions that support the Organization's strategy to improve business performance; to include initiatives which foster a high-performance culture, where learning and continuous improvement are the norm
- Design and lead initiatives including research and diagnostics (e.g., annual employee engagement survey and exit interviews), to maximize the engagement of all employees and build organizational commitment to the desired culture
- Define and create strategies for organizational culture goals, working to make it an employer of choice. Help ensure that BFSL is an equitable and inclusive workplace where all employees feel valued and can thrive through trainings, coaching, and overall strategy and practice
- Implement development tools to meet long term and short-term business goals
- Identify opportunities for performance improvement through internal diagnosis, process/system reviews
- Directs the needs assessment for training and staff development to enhance the effectiveness of employee performance
- Strategize and prepare Learning and Development plan in consultation with business leaders
- Drive and deliver training interventions as per the guidelines of the Organization
- Design Annual Training interventions for all Departments
- Develop continuous process improvements to enhance organizational effectiveness



- Ensure effective communication and consultation processes and to build staff engagement

**Employee Engagement**

- Conceptualize, design and implement employee engagement strategies that results in the adequate impact on improving efficiencies and effectiveness

**Employee Value Proposition:**

- Create the Employee Value Proposition for the organization and integrate the same to various people's processes and practices to deliver a consistent employee experience.

**Employer Branding:**

- Build and drive the Employer Branding plan for the organization across among different stakeholders through online and offline channels

**Internal communications:**

- Develop and execute a strategic internal and executive communications plan
- Develop and author a variety of internal and executive communications including presentations, announcements, to be delivered across a variety of communications channels.
- Manage the company's internal communications channels: Portal, Newsletters etc., research and develop quotes from people, write stories, and contribute to the Intranet.

<b>Job specific skills</b>	<p><b>Applicants should possess the following attributes:</b></p> <ul style="list-style-type: none"> <li>• Extensive experience in broad range of human resource domains including Learning &amp; Development, Project Management, Organization development.</li> <li>• Ability to re-write and cross question to redefine the practices</li> <li>• Proven pro-active hands-on approach. Attention for detail</li> <li>• Strong analytical skills with ability to strategically solve problem</li> <li>• Track record of having worked on building extraordinary culture</li> <li>• Strong business and HR acumen, including strong problem-solving skills, critical and analytical thinking</li> <li>• Should have partnered with business in prior work experience and demonstrated ability to implement talent acquisition/talent management and retention measures.</li> <li>• Should possess strong communication &amp; influencing skills.</li> <li>• Solid track record of building relationships with senior stakeholders.</li> <li>• Prior work experience in BFSI sector is preferred.</li> </ul>
<b>Educational Qualifications</b>	<ul style="list-style-type: none"> <li>• MBA in HR or related post-graduation degree and work experience in industrial psychology, human resources field.</li> </ul>
<b>Minimum Experience</b>	<ul style="list-style-type: none"> <li>• <b>5+ years of experience.</b></li> </ul>
<b>Location of posting</b>	<ul style="list-style-type: none"> <li>• <b>Mumbai</b> The candidate may be deputed to work with the team(s) within the organization / parent organization / any subsidiary of the parent organization if and as deemed necessary. Candidate is liable to be transferred to any other location in India.</li> </ul>
<b>Maximum Age on the last date of application</b>	<ul style="list-style-type: none"> <li>• <b>55 Years.</b></li> </ul>
<b>Website</b>	<a href="http://www.bobfinancial.com">www.bobfinancial.com</a>
<b>Other Terms</b>	<ul style="list-style-type: none"> <li>• It may please be noted that company is not bound to call all the applicants for interview. Only shortlisted candidates will be called for selection procedure.</li> <li>• Canvassing, in any form, will result in disqualification of candidature.</li> <li>• In case of any modification in advertisement shall be updated only in Website.</li> <li>• The above recruitment may be scrapped at any stage of recruitment process without assigning any reasons.</li> <li>• Company may conduct background checks/CIBIL check at any stage of process and also call for current compensation detail/qualification documents/past employment proofs for conclusion of recruitment process.</li> </ul>
<b>Last Date for application</b>	<b>31<sup>st</sup> July 2023</b>