
We create a better world by helping companies become great workplaces.

ABOUT THE ORGANIZATION

Great Place to Work® Institute is the global research and consulting authority on workplace culture, that helps organizations identify, create and sustain High-Trust, High- Performance Culture™ at their workplaces. The Institute has crafted its perspective by learning from great leaders, surveying millions of employees, and examining thousands of best workplaces around the globe.

Great Place to Work® believes that all organizations can become great workplaces and hence, highly productive organizations, by fostering trust within the ethos of their culture - referred to as High-Trust, High-Performance Culture™.

The Institute serves businesses, non-profits and government agencies in more than 60 countries and has conducted pioneering research on the characteristics of great workplaces for over three decades. Companies of all sizes look to us for our assessment tools, training, advisory services, conferences and workshops. Great Place to Work® assessment is considered the Gold Standard for workplace culture globally. It's all part of our passion to create a better world by helping organizations become great workplaces.

Every year, Great Place to Work® Institute partners with more than 10,000 organizations and analyses perspectives representing the voice of over 12 million employees around the world. This helps organizations create and sustain a High-Trust, High-Performance Culture™. In India, the Institute partners with around 1000 organizations annually to work towards the mission of 'Making India a Great Place to Work® FOR ALL

The Institutes' research shows that great workplaces are characterized by great leadership, consistent employee experience, and sustainable financial performance. These organizations are able to deliver a consistent experience to all their employees irrespective of their role, gender, tenure or level in the organization. Their leaders believe in the vision of creating and sustaining a Great Place to Work for ALL and role model being 'for ALL' Leaders.



POSITION: Head - People & Culture

Location – Mumbai

Role	Head - People & Culture
Basic Qualifications	Graduate/Post Graduate
Required Experience	8-10+ years of experience in strategic HR
Salary	As per market standards
Required Competencies	<ul style="list-style-type: none">• Strong understanding of various HR functions and demonstrated collaboration across multiple business units and operations teams• Excellent communication skills (both verbal & written) with an ability to listen & respond to employees. Strong interpersonal and communication skills.• Ability to capture, analyze and advise basis HR metrics. Excellent judgment and analytical skills.• Strong drive to take initiative, ownership. A go-getter with a result-oriented mindset manage and the ability to manage multiple priorities simultaneously• Ability to handle ambiguity; reduce complexity and drive to outcomes without missing important detail• Ability to have influence across all levels of the business including peers and senior management, and able to work independently• Good business acumen. well-versed in how businesses operate.• High degree of professional ethics, integrity, and gravitas. Maintain highly confidential and sensitive information

Role and Responsibilities

Driving employee experience and developing talent for the organization through the following:

- Promote the organization's values and support in shaping a positive culture - create citizens in the organization
- Work with business heads to drive retention and motivation in the team. This will involve initiatives around creating specific development plans for fast-track careers and growth
- End-to-end stakeholder management for leadership hiring and key talent attraction
- Lead cross-functional employee engagement initiatives and drive culture within the organization with support from the business leaders and the People and Culture team
- Recommend and introduce better people practices and policies by benchmarking across industries. Drive current policy reinforcement communications and revisit policies from time to time to make necessary amendments
- Facilitate and anchor all leadership development initiatives
- Serve as a people advocate and find ways to enhance engagement, workplace relationships and develop a sense of community
- Revisit crucial initiatives such as compensation benchmarking efforts, rewards and recognitions and overall employee benefits to be with the current times



- Lead HR automation efforts and drive process efficiency within the team.
- Preparation of Manpower and HR budget in consultation with Finance and accounts team and leaders in the organization

WHY SHOULD YOU APPLY?

- You will be joining our mission to help numerous organizations transform their workplaces and thereby impact industry and society
- You will get the opportunity to learn continuously from the best employers globally
- You will have the opportunity to write articles, address seminars and be known as a thought leader
- You will be a part of a team that passionately believes in and tries to practice the great workplace values of Trust (Credibility, Respect & Fairness), Pride and Camaraderie
- You will get to experience a unique and sought-after business model in this space

CONTACT

Please email your updated resume to in_careers@greatplacetowork.com (Subject: Application for P&C Head).

DIVERSITY POLICY

Great Place to Work® is an equal opportunity employer that encourages women, people with disabilities and those from economically and socially excluded communities with the requisite skills and qualifications to apply for positions

To read more about us: <https://www.greatplacetowork.in/>



Better for **People**.
Better for **Business**.
Better for **the World**.

