

Sr. Manager-Human Resources– Paloncha Works, Telangana

Nava Bharat Ventures Limited (NBVL) an INR 28 billion diversified business organization with interests in power generation, ferro alloys, mining & health care having its manufacturing facilities and its subsidiaries in Asia and Africa, is looking for an experienced professional for overseeing the implementation of HR Policies based at our plant located in Paloncha, Telangana.

The company has a track record of almost five decades of successful operations. The core values comprise conservation of energy and natural resources, environment protection, workplace excellence, maintaining high standards of operational efficiency, nurturing and retaining talent and community development around the manufacturing facilities with initiatives focusing on health, education and livelihood.

Position Description

To be responsible for overseeing the implementation of HR systems & processes -namely-PMS, L&D, Employees Engagement, Talent Acquisition, IR, Welfare and Admin. activities to ensure emergence of HR

Roles & Responsibilities

- Ensures HR practices like training and development, performance management, recruitment and selection etc., are aligned with the business goals and drives organizational and individual performance
- Oversees and manages Performance Management System that drives high performance of the employees.
- Ensures Learning and Development through identification of training needs relevant to business goals and fulfilling such needs through training, coaching, relevant interventions, etc.,
- Develops system and process for attracting and retaining talent employees
- Involves in preparing job description, manpower planning, employees capability building and succession planning
- Accountable for HR & Admn Dashboard, MIS to support in right decision-making
- Be a Team Leader and Member, Coach and Develop the team members and staff to ensure that they are motivated and trained to carry out their responsibilities to the required standards

Reporting Relationship

- Reports functionally and administratively to GM – HR, Paloncha Works

Supervisory Responsibilities

- Need to coordinate closely with HODs at the unit for implementation of HR policies in the areas of Performance Management, Learning & Development, Employees Services and closely work with Corporate HR.
- Guide and direct team of 2-3 members.

Requirements:

- Master's degree in Human Resources Management / Industrial Relations & Personnel Management
- Experience of 15-20 years in HR & Admn. in a manufacturing / process industry

Application Procedure

Interested candidates with requisite qualification & experience can submit their CV along with soft copy of their passport size photograph to hr@nbv.in . While submitting the CV, please mention the subject line as “Sr.Manager-HR”.

Location

This position is based out of Paloncha, Dist. Bhadradi Kothagudem Location