

Haqdarshak Empowerment Solutions Private Ltd. (HESPL)

Nov, 2020

**We are a social impact start-up working through a tech-based platform to bring citizens closer to their entitlements.**

In the last 3 years, we have had some of the most prestigious names in the sector work with us: Tata Trusts, J-PAL, Save the Children, JSW Foundation, Aga Khan Foundation, IFMR and the list goes on. Our mission is to reach out to millions across the country and beyond, to be instrumental in taking welfare benefits to the doorstep of those citizens, who need them the most. We have impacted over 170,000 Indians and that's just a drop in the ocean. For more, visit our website: [www.haqdarshak.com](http://www.haqdarshak.com).

A company with a strength of 2 not too far away in 2016, to a current number of 180+ as you read this. Who are these people? These are like-minded people from different sectors, not necessarily from the development sector, but those who see themselves contributing to the larger picture of touching lives; those who Want to be HERE! **Do you?**

If you see yourself working for social impact, managing people across different geographies and cultures, speaking in a language that is 'people-centric'; with smart management & strategy, and an open platform offered for ideation and creativity to 'lead and manage employee engagement', **then probably your search for an exciting job venture ends here!** – a working scenario of a mix of social impact with a 'corporate touch'!

By far, we have successfully recruited and got the Organization to the team strength that it stands today Despite global scenario, we are recruiting some of the top positions today at HESPL, amongst, the position of **Senior Manager Human Resource** based out of Pune.

#### What to expect from the role

- The ability to originate and lead organisational strategies in HR.
- A proven track record of leading the delivery of HR functions to a high standard.
- A proven track record as a HR generalist, preferably in a managerial role.
- Experience in developing HR policies and procedures to ensure legal compliance.
- Experience of managing and developing a team of HR personnel.
- Knowledge and experience of introducing new ideas to improve employee engagement and internal resource management & planning
- Experience in talent management, succession planning and development, writing and delivering training programmes appropriate to the needs of employees and the business
- Oversee HR metrics and document the observations for future policy making reference
- Design interesting onboarding sessions and processes for new recruits.
- Evaluate the performance of HR employees and give constructive feedback.

#### We do have some basic requirements though

- Master's degree in Human Resources or relevant qualification.
- Minimum 8 years of experience in HR and employee management and hiring
- Excellent communication and leadership skills.
- Strong analytical and problem-solving ability.
- Excellent ability to create a comfortable and healthy work environment for employees.
- PAN India and multi-functional hiring experience, preferably using social media and other technological platforms shall be added advantage.
- Strong interpersonal skills to interact with internal and external stakeholders.
- Start-up working experience would be great.

Here's an opportunity to join our young, passionate - if this role intrigues you, do reach out to us. Prior work experience in the social or the development sector would be good though not mandatory, but **a passion 'to be' the change, surely is!**

Send in your CVs with a short cover letter to [hr@haqdarshak.com](mailto:hr@haqdarshak.com) and [sharmil@haqdarshak.com](mailto:sharmil@haqdarshak.com).

Looking forward to hearing from you!

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