



Regional HR Head – Manufacturing Operations

Responsibilities:

- Drive HR strategy aligned with business goals across all three units.
- Act as a trusted advisor to plant leadership on workforce planning, organizational design, and talent strategy.
- Ensure 100% compliance with labour laws, factory regulations, and statutory requirements.
- Manage cordial environment at the shopfloor across all the Plants.
- Liaise with government bodies and external stakeholders to maintain a positive regulatory environment.
- Build talent pipelines through campus hiring, referrals, and industry networks.
- Ensure availability of required workforce in the respective Plants to ensure continuity of business
- Design and implement engagement programs to foster a high-performance culture.
- Oversee welfare initiatives including health, safety, and well-being programs.
- Conduct regular employee connect sessions and feedback mechanisms.
- Oversee performance management, career development, succession planning, and training.
- Ensure consistent implementation of HR policies, SOPs, and systems across units.
- Supervise administrative functions including transport, canteen, housekeeping, and security of the plant
- Champion workplace safety initiatives and ensure adherence to EHS norms.
- Enforce disciplinary procedures and maintain workplace harmony.
- Promote a culture of accountability, respect, and continuous improvement.

Qualification:

- **Minimum 10yr – 15yr of experience in HR management.**
- **Proven working experience as HR manager or another HR executive**
- **People oriented and results driven**
- **Demonstrable experience with HR metrics**
- **Knowledge of HR systems and database**
- **Ability to architect strategy along with leadership skills**
- **Excellent active listening along with leadership skills**
- **Competence to build and effectively manage interpersonal relationships at all levels of the company**
- **In- depth knowledge of factory Act, labour Law and HR best practice**
- **Degree in HR or related field**