

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. It also provides support to Bank of Baroda by carrying out its merchant acquiring operations.

<b>Position</b>	<b>AVP / Manager – Human Resources (TA &amp; HRBP)</b>
<b>Role &amp; Responsibilities</b>	<p><b>Key highlights of the role are listed below (purely indicative and not limiting):</b></p> <p>Incumbent would be responsible for Talent Acquisition, Retention and HR Business Partnering along with Key project implementation.</p> <p><b><u>Talent Acquisition and Retention</u></b></p> <ul style="list-style-type: none"> <li>• Manpower Planning, Forecasting and budgeting activities as per business plan.</li> <li>• Talent Acquisition and Retentions strategies and implementations</li> <li>• Identify prospective candidates using appropriate channel mix</li> <li>• Develop strategies for recruitment of open and replacement positions in line with manpower planning forecasting and TAT.</li> <li>• Generate ready pipeline for future hiring needs maintaining the flow of candidates.</li> <li>• Response for end to end vendor management (Mandate to Invoice – Recruitment Consultants)</li> <li>• Take steps to ensure positive candidate experience.</li> <li>• Maintain intelligent Hiring &amp; Manpower related trackers &amp; MIS.</li> <li>• Maintain the sourcing mix to reduce the cost per hire.</li> </ul> <p><b><u>Business partnering</u></b></p> <ul style="list-style-type: none"> <li>• Partner with Business (Functional Head / Vertical Head) to drive organisation business plan</li> <li>• Drive HR Projects closely with Business team in guidance of Head HR, This role will have high elements of Projects and Business Partnering</li> <li>• Strong business and HR acumen, including strong problem-solving skills, critical and analytical thinking</li> <li>• Strong Project Management skills / Well versed with Project Management methodology.</li> <li>• Strong track record in hiring talent for current and future needs of an organization</li> <li>• Ability to proactively resolve issues, exercise good judgment, ownership, prioritization and display strategic and critical thinking. Proficiency in MS Office.</li> <li>• Should have partnered with business in his prior work experience and demonstrated ability to implement talent acquisition/talent management and retention measures.</li> </ul>

<b>Job specific skills</b>	<p><b>Applicants should possess the following attributes:</b></p> <ul style="list-style-type: none"> <li>• Attention to details.</li> <li>• Highly self-motivated, Directed and Change oriented.</li> <li>• Prior work experience in BFSI sector is preferred.</li> <li>• Extensive experience in Project Management, Analytics, Manpower Management.</li> </ul>
<b>Educational Qualifications</b>	<ul style="list-style-type: none"> <li>• Graduate / Post Graduate/ Professional Qualification.</li> </ul>
<b>Minimum Experience</b>	<ul style="list-style-type: none"> <li>• Graduate / Post Graduate / Professional Degree with 5+ Years of experience in Human Resources.</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>Email to be sent to</b>	<a href="mailto:careers@bobfinancial.com">careers@bobfinancial.com</a> with subject as “ <b>AVP / Manager – Human Resources (TA &amp; HRBP)</b> ”.
<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>27<sup>th</sup> September 2021.</b>