

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.

Position	Manager – Human Resources (C&B, PMS & Talent Management)
Role & Responsibilities	<p>Key highlights of the role are listed below (purely indicative and not limiting): This role holder will be responsible for Comp & Ben (C&B), Talent Management, Performance Management, HR Policies & Organisation Structuring / JD / KRP Designs, as part of Corp HR Team.</p> <p>C&B:</p> <ul style="list-style-type: none"> • Perform benchmark analyses of compensation and benefits and support in the C&B process • Prepares the compensation and benefits budget, including the regular monitoring, reporting and adjusting of the budget • Coordinates C&B processes like the salary planning, bonus planning, new benefits introduction, etc. • Designs and develops compensation policies • Analyzes different components of the remuneration scheme in the organization and prepares reports about the internal equity and external competitiveness • Benchmark compensation and Benefits in line with industry standards <p>Talent Management:</p> <ul style="list-style-type: none"> • Provide professional expertise and support in the design, development and implementation of the talent review process that results in the creation of an internal bench of top talent. Collect, analyze and maintain data gathered to inform targeted leadership development (e.g., succession planning). • Ensure that organization-wide talent management initiatives are focused and aligned on improving operational and program efficiencies and effectiveness <p>Performance Management:</p> <ul style="list-style-type: none"> • Manage the maintenance and governance of the performance management policy, including refining the company balance score card, timely performance review completion and education. Oversee execution through performance evaluation online module. <p>Policies:</p> <ul style="list-style-type: none"> • Foster a great environment through reviewing HR policies and establishing right work culture for BFSL. • Assist corporate HR team members, covering employee engagement, performance management, organizational design, talent management, policy and process review. • Exceptional knowledge and hands on exposure in designing of Organisation structuring, Job description and evaluation, KPI etc.

Job specific skills	<p>Applicants should possess the following attributes:</p> <ul style="list-style-type: none"> • Attention to details. • Highly self-motivated, Directed and Change oriented. • Prior work experience in BFSI sector is preferred. • Extensive experience in Project Management, Analytics, Manpower Management.
Educational Qualifications	<ul style="list-style-type: none"> • Graduate / Post Graduate/ Professional Qualification.
Minimum Experience	<ul style="list-style-type: none"> • Graduate / Post Graduate / Professional Degree with 5+ Years of experience in Human Resources.
Maximum Age on the last date of application	<ul style="list-style-type: none"> • 50 Years.
Email to be sent to	careers@bobfinancial.com with subject as “ Manager – Human Resources (C&B, PMS & Talent Management) ”
Website	www.bobfinancial.com
Other Terms	<ul style="list-style-type: none"> • 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. • Canvassing, in any form, will result in disqualification of candidature. • In case of any modification in advertisement shall be updated only in Website. • The above recruitment may be scrapped at any stage of recruitment process without assigning any reasons. • 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.
Last Date for application	27th September 2021.