

## About NaBFID

*National Bank for Financing Infrastructure and Development (NaBFID) has been set up under an Act of Parliament (NaBFID Act, 2021), as the principal entity for infrastructure financing in the country. The entity is regulated and supervised as an All-India Financial Institution (AIFI) by the Reserve Bank of India (RBI). NaBFID is poised to play an extremely crucial role in supporting infrastructure funding by driving the development of innovative financing instruments and development of bond and derivatives markets and promoting best practices in financing and data-driven risk management.*

*NaBFID is looking to hire a strong leadership team, committed to the cause for which NaBFID is set up and to help with the national agenda, inviting applications for role of “**Executive Vice President – Human Resources**”.*

## Job Profile

NaBFID wishes to onboard a strategic and statured HR leader to support the organization’s proposed growth. S/he will be responsible to create, execute and operationalize the HR vision of NaBFID.

The incumbent will play an integral role in developing & leading the overall HR strategy including managing and implementing recruitment and selection, compensation, and benefits, learning and development, performance management, employee relations, and other HR operations in line with NaBFID's growth goals and business plan.

<b>Job Title</b>	<b>Head - Human Resources</b>	<b>Grade</b>	EVP
<b>Department</b>	Human Resources	<b>Reporting To</b>	DMD – Lending & Project Finance
<b>Location</b>	Mumbai	<b>Team</b>	To be built
<b>Age</b>	55 years and below (As on date of advertisement)		

## Primary Job Duties/Responsibilities

### Talent Acquisition & Management

- Responsible for designing and implementing talent acquisition strategy, create frameworks for on boarding, induction, employee engagement and retention.
- Maintaining entire employee life cycle. Career planning for supervisory and middle management, promoting internal movement of key talent.
- Define and implement the learning and development requirements, including leadership development requirements.
- Developing and designing appropriate rewards and recognition mechanisms to reflect contributions of high-performance standards.

### Employee Engagement

- Lead the development and implementation of diversity and inclusion initiatives to ensure that the organization fosters a culture of diversity and inclusion.
- Foster a positive and engaging work culture by implementing employee engagement programs and initiatives.

- Support, communicate and advise senior leaders/management on talent/HR initiatives.
- Establish the Bank as an employer of choice.

### **Performance Management**

- Create and implement an organization-wide performance management roadmap for all employees
- Provide timely and constructive feedback on performance and address issues promptly.
- Responsible for developing and motivating employees towards realizing their optimum potential.
- As a Business owner for HRMS system, constantly thrive for innovation and process improvement of the system.
- Create a high-performance culture in alignment with the business by implementing organization design solutions.

### **Strategic HR**

- Build a strong human resources function, manage individual performance expectations, and regularly review individual performance of direct reports.
- Ensure continuous assessment of business priorities to identify key HR imperatives.
- Periodically reviewing the remuneration benefits / perquisites and service conditions of staff at all levels and making appropriate recommendations.
- Responsible for developing strategies that lead to changes and transformation programs in alignment with business goals of the organization
- Liaison with Govt. bodies at State / Central level and serve as a key liaison to senior leadership on human capital strategies and initiatives.
- Keep abreast of the market developments, trends, opportunities, and changes in the field of human resources and provide insights to the top management on various interventions.
- Bench marking of compensation packages vis-à-vis peer industries.
- Build and foster relationships with various human resource experts and external consultants to identify best practices, best technologies, and modern / innovative human resource practices.

### **HR Policy**

- Ensure compliance of employment norms, process review, development, review and implementation of policies and procedures in line with industry benchmarks and employment law regulation.
- Conduct HR Audit, leverage HR analytics to enhance the functional capabilities.
- Design review policies and processes, its effective implementation for optimal business output. Aligning HR policy to business strategy through effective HR MIS systems and smart data management
- Manage the HR budget and ensure that HR initiatives are cost-effective in line with the organization's budget and profitability requirements.
- Ensure effective controls are in place to proactively manage risk and remain in compliance with company policies and procedures as well as adherence to global and local legislation.
- Design and implement result-oriented organizational development intervention strategies. Execute Employee Perception Survey, Mentoring Role Analysis Process implementations. Delegating tasks, responsibilities, and duties effectively Career Management / Succession Planning / Change Management
- Identify, develop and successfully implement Competency Mapping approach across all levels.

## Professional Experience

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- Minimum 20 years of experience in financial sector, of which 5 years should be in core HR function; of which 2 years should be at a senior management level.
- Knowledge of regulations pertaining to reservation policy.
- Sound understanding of employment laws and statutory regulations & hands-on experience with Statutory Compliances preferred.
- Working knowledge of RTI and Official Language Act
- Should have thorough understanding and experience in compensation and benefits, performance management, learning and development, talent management, organization design and development and recruitment & selection.
- In-depth knowledge of key trends in Human Resource Management including knowledge of technology solutions for innovative HR practices and should be updated with the international best practices in Human Resources
- Should have experience in leading a growth agenda.
- Strong communication and presentation skills
- Ability to manage conflict.
- High interpersonal skills and resilience
- Relevant experience in a multi-cultural work environment fostering a climate of teamwork and collaboration.
- Should have a proven track record of influencing individuals & teams to drive results.

## Educational Qualifications

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Graduate / Postgraduate in any discipline from a recognized University / Institution

Preferred: Postgraduate with specialization in Human Resources / Industrial Relations or equivalent

## Term

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Contractual Engagement will be for a minimum of 3 years to maximum of 5 years, which may be renewed for additional term at the discretion of NaBFID.

## Remuneration

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Remuneration will be offered based on qualification, experience, suitability, last drawn salary, and market benchmark and shall not be a limiting factor for suitable candidates.

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Interested candidates (Indian Citizens) may send their CVs (including a passport sized photograph) via email to [recruitment@nabfid.org](mailto:recruitment@nabfid.org). **The subject line should STRICTLY be "APPLICATION FOR THE POST OF <Job Code>".**

All applications will be held in strict confidence and should be received on or before 18-July-2023 by 06:00 pm IST.

*Selection will be solely at the discretion of NaBFID's Selection Committee, and their decision will be final.*

