

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 “**Vice President – Human Resources**”.*

Job Profile

S/he will be responsible to create, execute and operationalize the HR vision of NaBFID. The key areas would be managing and applying performance management, recruitment and selection, compensation and benefits, learning and development, employee relations, and other HR operations in line with NaBFID's growth goals and business plan.

Job Title	Vice President - Human Resources	Grade	VP
Department	Human Resources	Reporting To	Head – Human Resources
Location	Mumbai	Team	To be built
Age	55 years and below (As on date of advertisement)		

Primary Job Duties/Responsibilities

Talent Acquisition and Engagement

- Drive end to end recruitment functions, including leadership hires across functions and geographies. Manpower Planning, budgeting process and ensure adherence to plan throughout the year
- Develop and deploy the talent acquisition strategy for the organization and ensure smooth execution
- Career Planning for supervisory and middle management, promote internal movement and ensure retention of key talent
- Review remuneration benefits / perquisites and service conditions of staff at all levels and making appropriate recommendations
- Statistical Analysis, HR Audit and periodic reviews
- Ensure all HR Initiatives / actions are communicated effectively within the organization
- Support in managing HR functions / behavioral skills
- Maintaining code, conduct and discipline regulations of the organization
- Developing and designing appropriate rewards and recognition mechanisms to reflect contributions of high-performance standards
- Collaborate with the leadership teams to design and implement an effective and efficient talent pipeline and succession planning framework to minimize the leadership gaps for critical positions
- Provide opportunities for top talent to develop skills necessary for future roles

HR Initiatives & Strategy

- To ensure that the organization is adequately supported with efficient and compliant human capital, people process to promote an environment of congenial and best in class working standards and ensures complete organizational alignment with the business strategy
- Responsible for the design and facilitation of all organizational transitions and change management
- Establish HR direction for NaBFID in partnership with BU Heads and be consistent with their growth plans and business priorities
- Responsible for creating and nurturing a productive work culture which leads to high levels of people engagement, continuous improvement and process excellence
- Implement various HR initiatives within the bank with an objective to improve employee engagement and establish the bank as an employer of choice
- Work along with business heads to uphold and promote the culture of diversity, equity and inclusion

Collaboration and managing day-to-day operations

- Managing the operations of the department which include overseeing the development, implementation, and day-to-day execution of operating policies.
- Provide authoritative advice to the Executive Vice President regarding the establishment of policies covering all aspects of HRM by reviewing and approving, or proposing for approval, the development and implementation of new personnel policies, programs, and systems
- Investigate or facilitate to determine the causes of disputes or employee disciplinary problems; recommend follow-up action to EVP / Management, discharge action in accordance with code conduct and disciplinary procedure policy
- Ensure that organisation is up to date and compliant at all times with all applicable laws, regulations, regulatory guidelines, etc.
- Collaborate with Information Technology group and external partners, as appropriate, to support implementation and management of HR systems and tools
- Manage system interfaces, integrations, and data transfers between HRMS and other internal systems, if applicable, as part of ongoing system evaluations and enhancements.
- Act as advisor and coach to the senior management team at NaBFID on assessment, development, compensation and benefits, litigation, early warning and organization issues
- Build and foster relationships with various human resources experts, external consultants etc. to identify best practices, best technologies, and modern/innovative human resource practices
- Any other assignment as may be assigned by the Bank from time to time

Professional Experience

- Minimum 15 years of experience in financial/ corporate sector; Out of which at least 10 years should be in Financial Sector, of which 5 years in core HR functions.
- Knowledge of regulations pertaining to Government regulations on reservation policy.
- Sound understanding of employment laws and statutory regulations & Hands on experience with Statutory Compliances preferred.

- 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
- Ability to handle and manage confidential information
- Should have experience in leading a growth agenda
- 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
- Good communication and presentation skills

Educational Qualifications

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

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

Term

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

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.

Interested candidates (Indian Citizens) may send their CVs (including a passport sized photograph) via email to 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 25-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.