



DesiCrew's people are the lifeline of the company.

Getting the right people, training them, enhancing their skills to as to meet the company's needs and ensuring that the people's needs are met, working towards making DesiCrew a valuable place for employees to perform to the best of their abilities would be the mission of the HR Manager

**Job description:**

- Maintains organization staff by establishing a recruiting, testing, and interviewing program; counselling managers on candidate selection; conducting and analyzing exit interviews; recommending changes.
- Develop and implement human resource strategies in partnership with business unit and organizational leadership to improve workforce performance and balance financial and human capital priorities.
- Develop and administer human resource polices, practices, procedures and programs.
- Ensures planning, monitoring, and appraisal of employee work results by training employees ; scheduling management conferences with employees; hearing and resolving employee grievances; counselling employees and supervisors.
- Participate on Health System and business unit administrative councils, advisory committees and other administrative groups.
- Ensure adequate cross training and coverage for all areas of the HR unit. Ensure effective training calendar is rolled out and continuous training programs for employee skill development are in place.
- Ensure ongoing operational and strategic communication occurs for unit HR staff.
- Maintain partnerships with Central HR Functions such as compensation, recruiting, payroll, organizational effectiveness, etc. and timekeeping.
- Ensures legal compliance by monitoring and implementing applicable human resource federal and state requirements; conducting investigations; maintaining records; representing the organization at hearings.

**Prerequisites:**

Experience in HR of 3-5 years

Open to travel

Adaptable to work culture/demands of a Start-Up organization

**Location:** To be based in Chennai or Bangalore or Mangalore

**Remuneration:** Competitive as per Industry standards with performance linked incentives