

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                           | AVP / Manager - Human Resources   |
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| <b>Role &amp; Responsibilities</b> | <p><b>Key highlights of the role are listed below (purely indicative and not limiting):</b></p> <p>Role holder will lead the talent scheme of BOB Financial Solutions Ltd (BFSL). With strong parentage of the Bank, company has a foresight of an aggressive growth plans in the NBFC field. Incumbent will craft, drive and govern the talent strategy to support BFSL vision. Role holder will be responsible to support deliverables through following responsibilities:</p> <p><b>Strategic Partner:</b></p> <ul style="list-style-type: none"> <li>• Act as an integral advisor and coach to senior leaders and HR team members on Talent strategy</li> <li>• Serve as a consultant support to hiring managers so as to develop effective sourcing and recruitment strategies</li> </ul> <p><b>Policies:</b></p> <ul style="list-style-type: none"> <li>• Foster a great environment through reviewing HR policies and establishing right work culture for BFSL.</li> <li>• Assist HR team members, covering employee engagement, performance management, organizational design, talent management, policy and process review.</li> </ul> <p><b>Performance Management:</b></p> <ul style="list-style-type: none"> <li>• 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.</li> </ul> <p><b>Analytics:</b></p> <ul style="list-style-type: none"> <li>• Work closely with the HR Ops manager to collect and coordinate aggregate data for talent pool and translate those data into insights through data analysis that drives deliberate action plans at the appropriate levels.</li> </ul> <p><b>C&amp;B:</b></p> <ul style="list-style-type: none"> <li>• Perform benchmark analyses of compensation and benefits and support in the C&amp;B process</li> </ul> <p><b>Talent Management:</b></p> <ul style="list-style-type: none"> <li>• 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).</li> <li>• Ensure that organization-wide talent management initiatives are focused and aligned on improving operational and program efficiencies and effectiveness</li> </ul> |



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|  | <p><b>Employee Engagement</b></p> <ul style="list-style-type: none"><li>Conceptualize, design and implement employee engagement strategies that results in the adequate impact on improving efficiencies and effectiveness</li></ul> <p><b>Employee Value Proposition:</b></p> <ul style="list-style-type: none"><li>Create the Employee Value Proposition for the organization and integrate the same to various people's processes and practices to deliver a consistent employee experience.</li></ul> <p><b>Project Management:</b></p> <ul style="list-style-type: none"><li>Contributing to design, implementation and management of programs to analyze evaluation feedback and implement changes/revisions to ensure people development activities are focused on business needs, corporate objectives</li></ul> <p><b>Employer Branding:</b></p> <ul style="list-style-type: none"><li>Build and drive the Employer Branding plan for the organization across among different stakeholders through online and offline channels</li></ul> |
| <b>Job specific skills</b>                         | <p><b>Applicants should possess the following attributes:</b></p> <ul style="list-style-type: none"><li>Extensive experience in broad range of human resource domains including compensation, organization development, talent management and acquisition.</li><li>Ability to re-write and cross question to redefine the practices</li><li>Proven pro-active hands-on approach. Attention for detail</li><li>Strong analytical skills with ability to strategically solve problem</li><li>Track record of having worked on building extraordinary culture</li><li>Prior work experience in consulting or BFSI sector is preferred</li><li>Excellent analytical, abstract reasoning and organizational skills.</li><li>Great communicator, listener and collaborator</li></ul>  |
| <b>Educational Qualifications</b>                  | <ul style="list-style-type: none"><li>MBA in HR or related post-graduation degree and work experience in industrial psychology, human resources field.</li></ul>  |
| <b>Minimum Experience</b>                          | <ul style="list-style-type: none"><li>Minimum 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>Website</b>                                     | <a href="http://www.bobfinancial.com">www.bobfinancial.com</a>  |

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| <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 day of Application</b> | <b>12<sup>th</sup> October 2022.</b>   |