

## **HR manager: Job description**

We are looking for a HR manager to oversee all aspects of human resources practices and processes. Aquaconnect was established in 2017 and operating in a highly progressive \$7 billion dollar industry. We just closed seed funding and planning to triple our team size. As a HR manager, you have to form the organization structure/HR cell from base.

### **Responsibilities**

- Develop and implement HR strategies and initiatives aligned with the overall business strategy
- Bridge management and employee relations by addressing demands, grievances / harassment or other issues
- Manage the recruitment and selection process
- Support current and future business needs through the development, engagement, motivation and preservation of human capital
- Nurture a positive working environment
- Oversee and manage a performance appraisal system that drives high performance
- Maintain pay plan, incentives and other benefits program
- Assess training needs to apply and monitor training programs
- Report to management and provide decision support through HR metrics
- Ensure legal compliance throughout human resource management
- Manage and monitor payroll, set KPI's for employee performance

### **Requirements**

- People oriented and result driven
  - Demonstrable experience with human resources metrics
  - Knowledge of HR systems and databases
  - Ability to architect strategy along with leadership skills
  - Excellent active listening, negotiation and presentation skills
  - Competence to build and effectively manage interpersonal relationships at all levels of the company
  - In-depth knowledge of labor law and HR best practices
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- **Degree in Human Resources or related field**
  - **Proven working experience of 5 years and above as HR manager**

**Location:** Chennai