



An Overview – Career & Accomplishments

NIEL MUKHERJEE, PMP, CCP, CHRL, MBA



Career Highlights

- ✓ **11+ years** of dynamic human resources & operational hands-on & leadership experience
- ✓ Metrics-focused, systems and results-oriented HR professional
- ✓ Developed from the ground zero, **two new Human Resource Departments**
- ✓ Three designations – **Project Management Professional (PMP), Certified Compensation Professional (CCP) & Certified Human Resources Leader (CHRL)**
- ✓ Captured metrics and brainstormed/initiated multiple process improvement projects that resulted in an annual cost savings of over \$500K through the creation of Global SME Hubs
- ✓ Lead the implementation of SAP-HR module - project was implemented successfully on-time and within budget
- ✓ Implemented a monthly EHS knowledge sharing session, thereby enhancing employee awareness and reduction of on-site incidents (a continuous 2350 accident-free days until April 2016)
- ✓ Hand-selected by Senior Director of HR to collaborate with a team of 15 highly qualified Global SMEs for brainstorming on HR Transformation



Career Highlights (Cont.)

- ✓ Effectively managed full-cycle recruitment process with low cost of hire and time to hire
- ✓ Provided training to the Canadian workforce and Global HRBP's on multiple HR systems
- ✓ Developed a new employee orientation program that was adopted by 80% of the company locations
- ✓ Strategized innovative ways to decrease legal expenses by \$20K by reducing reliance on legal counsel to resolve claims
- ✓ Fully accountable for increase of management retention by 36% and team member retention by 78%, realizing cost savings of \$240K annually
- ✓ Envisioned smart solutions and executed strategies to decrease corporate accommodation expenses by \$58K and recruitment expenses by \$110K annually
- ✓ Devised a tool for capturing requirements to facilitate high volume recruitment and reduce the time to fill
- ✓ Developed an innovative matrix to inject transparency and objectivity into the Performance Management system



Areas of Expertise

HR Cycle Management	Compensation & Benefits	Project Management
HR Transformation	Root Cause Analysis	Full-Cycle Recruitment & Retention
Environmental, Health and Safety	Teambuilding, Training & Coaching	Employee Relations
Organizational Development	Talent Acquisition	Process Improvement
Salary/Contract Negotiations	HRIS	Diversity & Inclusion
HR Metrics	Disability Management	Productivity & Performance Management



Professional Experience

TE Connectivity

□ Senior Human Resources Generalist
(2010 – 2016)

Aithent Canada

□ Senior Human Resources & Operations
Generalist (2005 – 2010)

Confederation College

□ Human Resources Assistant (2005)

Armeet Tools &
Equipments Pvt. Ltd.

□ Human Resources Consultant (2003 –
2004)



Major Projects Managed

- ✓ Global Human Resources Transformation (TE Connectivity)
- ✓ SAP-HR Implementation (TE Connectivity)
- ✓ Life Cycle Success Factors (Career Connections) Implementation (TE Connectivity)
- ✓ Global Job Framework (TE Connectivity)
- ✓ Global Onboarding Project (TE Connectivity)
- ✓ Organizing JHSC Elections (TE Connectivity)
- ✓ WHMIS Training – Development and Implementation (TE Connectivity)
- ✓ Developing and Implementing the Health & Safety Manual (TE Connectivity)



Major Projects Managed (Cont.)

- ✓ Revamping Pay Equity Plan (TE Connectivity)
- ✓ Defining and Implementing the Performance Matrix (Aithent Canada)
- ✓ Developing the Policy Manual (Aithent Canada)
- ✓ Market Alignment of Compensation Plans (Aithent Canada)
- ✓ Developing the Intra – Organizational Recruitment Process (Aithent Canada)
- ✓ Developing a Tiered Sales Commission structure (Aithent Canada)
- ✓ SRED Claim Management (Aithent Canada)
- ✓ Job Evaluation (City of Thunder Bay)
- ✓ Assessing the effectiveness of the Performance Appraisal procedures (Pentasoftware Technologies Limited)



Designations

- ☐ Project Management Professional – PMP (2013)
- ☐ Certified Compensation Professional – CCP (2012)
- ☐ Certified Human Resources Leader – CHRL
(Formerly Certified Human Resources Professional – CHRP) (2007)



Education

- ☐ Post Graduate Diploma in Human Resources Management (2004 – 2005)
- ☐ Diploma in Information Technology Application (2004)
- ☐ Masters Degree in Business Administration (2000 – 2002)
- ☐ Bachelors Degree in Science (1996 – 1999)

Recommendations (Source: Linked In)

- “I have found Niel to be very approachable and responsive to enquiries. Niel makes every effort to address any questions and concerns employees have. Niel is quite professional and it is a pleasure to work with him. He enriches the working environment, is an asset to our team and is an "A" player.” December 27, 2012

Laurent Haccoun, Account Manager, Tyco Electronics worked with Indranil (Niel) indirectly at TE Connectivity (formerly known as Tyco Electronics)

- “Niel is one of the most approachable and service oriented HR team members I have had the pleasure to work with. He is knowledgeable and open to questions of any kind and if he does not have the information, you require, he will obtain it for you quickly and follow up with you on his progress. Not only does Niel provide the service an information required on a timely basis but he does so, professionally and positively. He is a pleasure to work with in every way.” November 13, 2012

Barb Meloff, Customer Service Manager, Tyco Electronics managed Indranil (Niel) indirectly at TE Connectivity (formerly known as Tyco Electronics)

Recommendations (Source: Linked In)

- ✓ “I had the pleasure of working with Niel at Tyco Electronics on the a company global onboarding project. During the project, I had to retrieve vital information about Canada's present onboarding program and government regulations regarding data privacy issues. Niel was extremely helpful in providing the necessary information accurately and in a timely fashion. Niel participated in project meetings by providing clear insight to team members of the obstacles faced with implementation of the onboarding program in Canada. Neil also provided valuable feedback during the project and suggested adjustments for successful launch of the Pre-Hire Portal with the vendor. I would highly recommend Niel for various human resources roles due to his work ethic, knowledge and being passionate in carrying out his duties and responsibilities.” January 4, 2011

William Witmer, MPA, Human Resources Operations, Tyco Electronics worked directly with Indranil (Niel) at Tyco Electronics

Recommendations (Source: Linked In)

- “Niel is a high-energy Human Resource professional who led HR initiatives at Aithent Canada for just under half a decade. He was a part of the team that experienced success and growth during the a productive phase and played a key role in talent recruiting and management, policies and international affairs in a offshore-onshore global software business environment. I wish Niel the very best in his future endeavours.”April 16, 2012

Nabarun Chaudhuri, President, Aithent Canada managed Indranil (Niel) directly at Aithent Canada

Recommendations (Source: Linked In)

- ✓ “Niel is a dynamic Human Resources professional. His ability to connect to employees at all levels in the hierarchy is amazing. He was instrumental in setting up the HR/recruitment processes at Aithent and managed HR and recruitment teams. I have never seen him down and he has always radiated positive energy. His attention to detail and his ability to bring a HR angle in a situation is very handy. I highly recommend Niel's work.” November 27, 2010

RK Muralidharan, Vice President, Strategic Services, Aithent Technologies managed Indranil (Niel) indirectly at Aithent Canada

Recommendations (Source: Linked In)

- ✓ “Niel was instrumental in establishing the HR Department at Aithent Canada, from the get go and managing the entire department and direct reports. He displayed remarkable versatility in terms of managing different fronts – HR/Admin/Accounts/Managing HR Projects. For years, he worked under tight deadlines, in a very demanding consulting environment but could always deliver due to his time management skills, positive influence on the team members. He introduced innovative tools in terms of recruitment (RRF form), Performance Appraisal Matrix – Statistically improvising the process (Normal Curves), tiered structure for distribution of sales commissions etc. Niel is an asset to Aithent Canada and shall be the same for any other organization.” February 19, 2010

Sam Vishal B.Tech, MBA, PMP, CGEIT, SVP - IT Services, Aithent Technologies managed Niel indirectly at Aithent Canada

Recommendations (Source: Linked In)

- ✓ “Niel is a very enthusiastic and approachable individual. He has very good crisis management skills. His HR skills were practically on display when I faced a detention situation in the year 2006 in Paris, France when flying into Toronto. I was amazed by the way Niel co-ordinated and handled everything sitting in Toronto. He makes you feel comfortable. As a HR he is always there for you. He will be an asset to any organization he works for. I highly recommend Niel Mukherjee . I wish Niel All The Best in his future endeavors.” February 6, 2010

Salil Kendal, Sr QA Analyst, CIBC worked with Niel at Aithent Canada

- ✓ “Working with Niel came out as a pleasant experience during my tenure at Aithent Canada. Niel handled the HR and related operations swiftly and in a timely manner. He was always punctual in his response. With his humble behaviour and tremendous intra-personal skills, he not only motivated employees but also became an indispensable resource. Niel was very much focussed when it came to employee career development and carried the performance appraisal process in a very efficient and transparent manner.” February 8, 2010

Vishal Row, Senior System Analyst, Aithent Canada worked with Niel at AithentCanada

Recommendations (Source: Linked In)

- ✓ “I have had the pleasure of dealing with Niel for Aithent's recruitment initiatives since the time Niel started with Aithent. Niel is a professional who clearly demonstrates the skills needed to fill in any HR related void in a company. His strong technical and business acumen has been proven time and time again as Aithent grew from a small services firm to what it is today. Niel has shown utmost dedication to his role and is the sort of person who does not sign out at 5 pm, but rather when the job is done. Niel definitely has the drive, experience and dedication necessary to flourish in his chosen career and I highly recommend him to anyone seeking a superb HR resource for their company.” June 3, 2008

Mirosław Gaweda, Sr IT Recruiter, Brunel Multec/Metafore was a consultant or contractor to Niel at Aithent Canada