

SUMMARY

Metrics-focused, systems and results-oriented professional with 11+ years of operational hands-on & leadership experience in the field of **Human Resources Management** and 5+ years of **Project Management** experience, providing pragmatic, solutions-driven guidance to achieve business imperatives. Excelled in compensation, project management, recruitment, training, employee relations, health and safety, transformation, change management and process improvement.

PROFESSIONAL EXPERIENCE

Tyco Electronics Canada ULC (TE Connectivity) (A \$12.2 billion global manufacturing company)

Sr. Human Resources Generalist, Jan 2012 – Jun 2016 (4 Years 6 Months)

- Provided management training in a LEAN shared services environment to create more meaningful and productive performance management, corrective actions, and discipline/discharge procedures
- 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
- Provided training to the Canadian workforce and Global HRBP's on a comprehensive talent management system that links the performance management, compensation management and development of candidates to appropriate competencies and success measurements
- Lead the implementation of SAP-HR module in Canada - 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)
- Major Projects Lead/Coordinated - SAP HR Implementation, Life-cycle Success Factors/Career Connections Implementation, Global Human Resources Transformation, Developing, Implementing and Tracking Prevention Starts Here and WHMIS Trainings

Human Resources Generalist, Jun 2010 – Dec 2011 (1 Year 6 Months)

- Successfully represented the Company in multiple Health and Safety audits (external & WSIB) keeping Priority 1 and Priority 2 findings at a minimum
- Collaborated with Global EHS Director and WSIB to create Environment, Health and Safety Manual that supported the corporate EHS objectives and ensured local compliance
- Effectively managed full-cycle recruitment process with low cost of hire and time to hire
- Implemented a coordinated, clearly defined and well-communicated disability management program
- Hand-selected by Senior Director of HR to collaborate with a team of 15 highly qualified Global SMEs for brainstorming on HR Transformation
- Developed a new employee orientation program that was adopted by 80% of the company locations
- Chaired Joint Health and Safety Committee, designed complete safety program and provided training for management teams.
- Chaired Pay Equity Committee and created Pay Equity Plan for one of the locations
- Major Projects Lead/Coordinated - New Employee Onboarding Program, Creation of Environmental, Health and Safety (EHS) Manual, Global Job Framework, Organizing JHSC Elections

Aithent Canada (SEI-CMM Level 5 consulting organization)

Senior Human Resources & Operations Generalist, Jan 2008 – May 2010 (2 Years 5 Months)

- Managed all human resource activities for staff of over 100 employees working in diverse locations
- Strategized, implemented and executed multiple process improvement projects
- Developed Compensation Plans in conjunction with the Business Heads

- Managed the job evaluation process, ensuring internal equity and external competitiveness
- Provided coaching and guidance to management and assisted in the development and execution of special programs designed to reduce turnover while improving morale and teamwork.
- Built and maintained a pool of qualified, ready-for-hire candidates to quickly fill key positions as warranted.
- Strategized innovative ways to decrease legal expenses by \$20K by reducing reliance on legal counsel to resolve claims.
- Major Projects Lead - Handling SRED Claims, Defining/Implementing Tiered Commission Structure, Taleo Implementation, Market Alignment of Compensation Plans, Shifting to a new Benefits provider.

Senior Human Resources Executive, Dec 2005 – Dec 2007 (2 Years)

- Managed high volume recruitment singlehandedly - employee size grew by 350% during this period
- 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
- Major Projects Lead - Performance Appraisal: Defining the Matrix and Implementation, Defining Corporate Relocation/Intra-Organizational Recruitment Process, Creation of Policy Manual

Confederation College (Community College in Thunder Bay, Ontario)

Human Resources Assistant - Co-Op, Jul 2005 – Oct 2005 (4 Months)

- Evaluated jobs using the Hay Methodology, and suggested the Line of Best Fit
- Participated in the Collective Bargaining process and creation of Collective Agreement

Armeet Tools & Equipments (P) Ltd, India (Preferred Vendor of Record for Indian Railways)

Human Resources Consultant, Jun 2003 – Jan 2004 (8 Months)

- Set up Human Resources department for the organization and developed policies and procedures
- Worked in a heavily unionized environment – resolved grievances and disputes with employees
- Negotiated with union representatives and prevented an inevitable lock

DESIGNATIONS & CERTIFICATIONS

Project Management Professional (PMP), Project Management Institute (PMI), 2013

Certified Compensation Professional (CCP), World At Work, 2012

Joint Health and Safety Committee Part I & Part II, Workplace Safety and Insurance Board (WSIB), 2011

Certified Human Resources Leader (CHRL), Human Resources Professionals Association (HRPA), 2007

EDUCATION

Post Graduate Diploma in Human Resources Management (PGDHRM), Confederation College, 2004 – 2005

Diploma in Information Technology Application (DITA), Canadian Information Technology College, 2004

Masters Degree in Business Administration (MBA) (Major: HRM), University of Madras, 2000 – 2002

Bachelors Degree in Science (Economics, Statistics & Mathematics), University of Calcutta, 1996 – 1999

TECHNICAL SKILLS

- MS Office Suite (Word, Excel, Powerpoint, Outlook), MS Visio, MS Project
- SAP, SuperHR, Success Factors (Career Connections), iCIMS, LMS, Sharepoint, Career Management System, Remedy Case Management, Kronos, Taleo, ADP, Ceridian, HWIN, WEIMS