



BOB Financial Solutions Limited (BFSL, formerly known as BOBCARDS Ltd.) 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 and consumer lending. It also provides support to Bank of Baroda by carrying out its merchant acquiring operations and its debit cards operation for its overseas territories/ subsidiaries and sponsored RRBs. The Company is aiming to expand within Consumer Credit, Commercial Credit, Retail Credit, Capital Market Lending (loan against securities, IPO financing) and other Financial Services.

Position	AVP/Manager - HR
Role & Responsibilities	<p>Key highlights of the role are listed below (purely indicative and not limiting):</p> <ul style="list-style-type: none"> • Drive the efficiency and engagement of the Human Resources team. • Assist the HR Lead in ensure growth of team members’ functional and behavioural competencies through training, mentoring and feedback mechanisms. • Assist the Lead HR in designing and implementing initiatives aimed at developing an engaged workforce and supportive work culture. • Work with the business leaders in identifying their human resource needs from a talent and skill perspective and develop the action plan to address the same. • Develop and continuously evaluate the Human Resource policies of the organization to ensure adherence to regulations, emerging industry trends and felt employee needs. • Assist the Leadership team in developing the manpower plan for BFSL for the upcoming year and execute the action plan towards addressing the gaps / surplus as required. • Work with External vendors and recruiters in sourcing the right kind of talent required to support BFSL growth strategy. • Develop the policies and processes for on-boarding and exiting employees and manage the processes to ensure smooth transition. • Assist the HR Lead in Build a talent strategy while focusing on organizational effectiveness and organizational development. • Define the performance management policies and processes within BFSL and work with the individual functions drive the performance management process. • Manage the relationships with vendors, regulatory authorities and other external authorities to drive the talent strategy for BFSL and ensuring compliance with regulations. • Any other activity assigned from time to time.
Job specific skills	<p>Applicants should possess the following attributes:</p> <ul style="list-style-type: none"> • Ability to partner with Business Function to address their needs and drive



	<p>organization wide initiatives across functions.</p> <ul style="list-style-type: none">• Knowledge of HR competencies and skills.• Ability to implement human resources strategies, initiatives, and programs.• Understanding of local human resources laws, legislation, and practices.• Ability to foster trust and cooperation in individuals.• Strong communication skills and presentation skills.• Strong influencing skills.
Educational Qualifications	<ul style="list-style-type: none">• Postgraduate
Minimum Experience	<ul style="list-style-type: none">• 5+ years of experience in the HR function preferably from Banking and Financial Services sector companies of repute.
CTC offered	<ul style="list-style-type: none">• Compensation will not be a limiting factor for the right candidate and will be discussed on a case by case basis.
Location of posting	<ul style="list-style-type: none">• Mumbai. The candidate may be deputed to work with the team(s) within the organization / parent organization / any subsidiary of the parent organization if and as deemed necessary. Candidate is liable to be transferred to any other location in India.
Maximum Age on the last date of application	<ul style="list-style-type: none">• 50 Years as on date of receipt of Application.
Email to be sent to	careers@bobfinancial.com with subject as “ AVP/Manager-HR ”
Website	www.bobfinancial.com
Other Terms	<ul style="list-style-type: none">• It may please be noted that company is not bound to call all the applicants for interview. Only shortlisted candidates will be called for interview.• In case of any modification in advertisement shall be updated only in Website.• The above recruitment may be scrapped at any stage of recruitment process without assigning any reasons.
Last Date for application	24th April 2019