



ASSET VANTAGE

Designation: HR Business Partner

Company Profile :

What the AV team builds

We **build** award-winning global SaaS technology products.

We help global families get control of their complex wealth through technology and global accounting and investment best practices to make well-informed financial decisions.

Founded in 2011, we have a strong customer presence in North America, Middle East and India and expanding fast in other key geographies as well.

Job Roles and Responsibilities :

The HR Business Partner (HRBP) will play a critical role in aligning HR initiatives and functions with business objectives and needs. This role requires a proactive and strategic HR professional who can partner with business leaders, support employees, and foster a positive work culture.

Key Responsibilities

1. Strategic HR Partnership:

- Partner with business leaders to understand and support their strategic goals and objectives.
- Develop and implement HR strategies that align with the overall business strategy.
- Provide guidance and input on business unit restructures, workforce planning, and succession planning.

2. Employee Relations:

- Act as a point of contact for employee concerns and queries.
- Mediate and resolve employee conflicts and issues in a fair and consistent manner.
- Promote a positive work environment through effective employee relations practices.

3. Talent Management:

- Support talent acquisition efforts by collaborating with the recruitment team to ensure a smooth hiring process.



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- Develop and implement talent management programs to retain and develop high-performing employees.
 - Conduct regular performance reviews and provide coaching and feedback to employees.
4. **HR Policy and Compliance:**
- Ensure compliance with all employment laws and regulations.
 - Develop, implement, and maintain HR policies and procedures.
 - Conduct regular audits to ensure HR practices are compliant and up-to-date.
5. **Organizational Development:**
- Assist in the development and implementation of organizational change initiatives.
 - Conduct organizational assessments and provide recommendations for improvement.
 - Support the development of a strong company culture aligned with our values and mission.

Personality and Interpersonal Skills :

- Strong knowledge of HR practices and principles.
- Excellent interpersonal and communication skills.
- Ability to build strong relationships and influence at all levels of the organization.
- Strong problem-solving and conflict-resolution skills.
- Proactive, with the ability to work independently and as part of a team.
- Experience with HRIS systems and proficiency in Microsoft Office Suite.

Experience:

- 5-8 years of experience in an HRBP role, preferably in the IT industry.

Qualification:

- Master's degree in Human Resources, Business Administration, or a related field.

Location:

Nariman Point – Mumbai