



SENIOR HR BUSINESS PARTNER

- Senior HR Business Partner (HRBP)
- TurnB Business Services Pvt Ltd
- 5+ years Experience Required in an HRBP role
- 📍 Kochi, Kerala

Found by industry veterans in the year 2014, team TurnB specializes in enabling our clients to solve business problems by delivering data-driven insights and solutions to our clients across industries. We pride ourselves on fostering a collaborative and innovative work environment that empowers employees to grow and excel.

We are seeking an experienced Senior HR Business Partner (HRBP) to lead and oversee critical HR functions, support business objectives, and drive organizational growth. The ideal candidate will play a pivotal role in shaping HR strategy, managing HR operations, and fostering a positive workplace culture. This role involves working closely with leadership and managing the HR team to ensure TurnB remains a great place to work.

Job Responsibilities:

Strategic HR Management

- Develop and implement a comprehensive HR strategy aligned with TurnB's business goals.
- Review, update, and ensure compliance with HR policies and procedures.
- Ideate and execute innovative HR initiatives to enhance employee engagement and satisfaction.

Talent Acquisition & Recruitment

- Oversee and lead end-to-end recruitment processes for various roles across the organization.
- Collaborate with leadership to identify staffing needs and ensure timely hiring of top talent.
- Develop employer branding strategies to attract and retain high-caliber professionals.

Employee Retention & Wellbeing

- Design and implement programs to improve employee retention and workplace satisfaction.
- Advocate for and support employee wellbeing initiatives, fostering a healthy and productive work environment.
- Regularly engage with employees to understand their needs and address concerns effectively.

HR Operations Management

- Manage and mentor the Junior HR team member to ensure efficient execution of HR activities.
- Monitor HR metrics and prepare reports for senior management.
- Ensure compliance with labor laws and regulations.

Organizational Development

- Conduct regular reviews of organizational structure and recommend improvements to enhance efficiency.
- Facilitate training and development programs for employees at all levels.
- Drive performance management initiatives, including appraisals, feedback, and development plans.

Culture Building & Employee Engagement

- Foster a positive and inclusive organizational culture.
- Organize team-building activities, events, and initiatives to enhance morale and collaboration.
- Serve as a trusted advisor to employees and management on HR-related matters.
- insightful thought leadership.

Eligibility Criteria:

- Minimum 5+ years of experience in an HRBP role.
- Master's degree in human resources

Skills:

- Strong knowledge of HR best practices and labor laws.
- Proven ability to develop and execute HR strategies.
- Excellent interpersonal, communication, and leadership skills.
- Strong analytical and problem-solving abilities.
- Proficiency in HR software and tools.

Personal Attributes:

- High level of empathy and professionalism.
- Ability to thrive in a fast-paced and dynamic environment.
- Strong sense of ownership and accountability.

What We Offer:

- A collaborative and innovative work environment.
- Opportunities for professional growth and development.
- Competitive salary and benefits package.
- A chance to make a meaningful impact in a growing organization.

Join Us!

If you are passionate about HR, have a strategic mindset, and are ready to take on a pivotal role in shaping TurnB's future, we would love to hear from you. Apply now and become a key member of our dynamic team!