



HRBP

Overview

- MBA/PGDM HR/Equivalent
- 2-3 years' experience
- Should have maintained 60% or equivalent during entire academics.
- Full time
- Edapally, Kochi

About TurnB

TurnB is a leading provider of business analytics, consulting, and AI solutions, helping businesses unlock actionable insights and drive data-led transformation. We combine cutting edge technology with strategic expertise to deliver business impact solutions for our clients. With deep experience in AI-driven data analytics and advanced business intelligence, we help organizations solve complex business challenges and accelerate growth. As a Great Place to Work® (GPTW) Certified organization, we are committed to fostering a culture of innovation, collaboration, and continuous learning for our people.

About the role

We're looking for a resourceful candidate to join our team as HRBP as we take on the next level of growth. You will play an important role in aligning people practices with business needs while gaining exposure to various aspects of the employee lifecycle, including talent management, employee relations, performance management, and organizational development. This role is ideal for someone who is passionate about people, eager to learn, and excited to contribute to a dynamic and fast-paced work environment.

Responsibilities

Talent Management

- Proactively source and create talent pools of potential candidates through multiple channels.
- Map and tie-up with relevant colleges/institutes and conduct campus recruitments.
- Plan assessment strategy for open roles and set interview and selection procedures, including screening calls, assessments and in-person interviews.
- Ideation and execution of various employer branding initiatives.
- Partner with Team Leads to forecast quarterly and annual hiring needs by department.
- Design and implement employee development and training programs to enhance skills and capabilities.

HR Operations

- Consult legal counsel to ensure that policies, actions comply to Statutory regulations by government/non-government bodies. Manage, own and maintain all communication and records required for Statutory compliances.
- Design, implement and communicate HR policies and procedures, ensuring alignment with company values and legal requirements.
- Oversee the end-to-end employee life cycle processes, including onboarding, benefits administration and offboarding.
- Participate in brainstorming sessions to generate fresh ideas and strategies to enhance employee experience and satisfaction.

Engagement Initiatives

- Responsible for HR operations, Employee Relations and Business HR teams.
- Conceptualize and execute creative engagement initiatives, events, and activities that foster team spirit, innovation, and employee well-being.
- Actively monitor employee morale and engagement levels, proposing and implementing solutions as needed.
- Plan and execute employee recognition programs to celebrate achievements and contributions.

Performance Management

- Support the performance appraisal process by preparation of performance metrics, feedback collection, and performance discussions.
- Collaborate with managers to ensure the timely completion of goal setting and performance reviews.

Cross-Functional Collaboration

- Liaise with various departments to understand their HR needs and provide guidance on employee matters.
- Work closely with the leadership team to align HR initiatives with the overall business strategy.
- Promote alignment and collaboration across the organization, driving synergy and perspective, demonstrate common process and consistent messaging.
- Understand the business and its challenges to help address the organization and peoples' ask.
- Assist with the change process as the company meets the challenges of growth and the need to scale.

Data Analysis and Insights

- Utilize HR analytics to provide data-driven insights and recommendations to inform decision-making.
- Monitor key HR metrics and trends to proactively address potential issues and opportunities.

AI Driven HR

- Drive AI adoption and digital transformation initiatives within HR.
- Utilize AI tools for recruitment, sourcing, talent assessment, and workforce analytics.
- Automate routine HR processes to improve efficiency and employee experience.
- Continuously learn and implement emerging AI technologies and HR tech solutions.
- Use AI-generated insights for data-driven people decisions.
- Ensure ethical, secure, and compliant use of AI across HR activities.

Qualities and Strengths

- Exceptional verbal and written communication skills with the ability to manage multiple projects concurrently.
- Excellent negotiation, interpersonal, organizational and time management skills.
- Critical thinking and adept problem-solving abilities to work well in a fast-paced, dynamic environment.
- A self-starter who can take initiative and make their ideas happen with great enthusiasm.

Interested candidates please apply to careers@turnb.com with subject line:
Application for the role of HRBP