

Head HR

About the company

AUM Capital, a premier financial brand, is seeking to add an accomplished and motivated individual in our team as Head HR, to its rapidly growing Business.

AUM is the largest distributor of Wealth products in Eastern India, with pan- India presence in more than 10 locations. Managing assets of more than 11,000 Crs, we cater to Large Corporate treasuries, Financial Institutions, Provident Funds, Endowments and HNI/UHNIs across the country. For more information on us, please visit www.aumcap.com

Job Summary

We are seeking a dynamic and experienced Head of Human Resources to lead and drive all HR functions across the organization. The ideal candidate will be instrumental in formulating strategic manpower plans, implementing recruitment strategies, and establishing robust HR policies to align with the company's business objectives. This role is pivotal in shaping the organizational culture and ensuring a high-performance work environment.

The **primary responsibilities** of the Head HR will be to:

- Drive hiring efficiency through strong sourcing channels, consultants, and industry networks and job portals.
- Build and maintain relationships with industry stalwarts and high end consultants in financial space to attract top talent.
- Build and maintain relationships with campuses, training institutes, and senior BFSI talent pools.
- Own end-to-end recruitment strategy for all functions and seniority levels, with focus on critical and leadership roles.
- Ensure smooth onboarding and early productivity of new hires.
- Formulate and implement HR policies, SOPs, and recruitment frameworks.
- Define and standardize JDs, KRAs, KPIs, and goal sheets across the organization.
- Lead and develop the talent acquisition team while ensuring statutory and regulatory compliance.

Required Skills & Competencies

- Strong leadership, stakeholder management, and communication skills. Data-driven approach to HR decision-making.
- Deep understanding of HR best practices, labour laws, and BFSI regulations combined with high integrity, confidentiality, and ethical orientation.
- Experience managing senior professionals and sales-heavy organizations.



Qualifications & Experience

- MBA/PGDM in Human Resources or equivalent.
- 10 years of Proven track record of Talent Acquisition & recruitment, preferably in BFSI/financial services.
- Exposure to multi-location workforce management is preferred.

REPORTING TO

The Management

SALARY

As per industry standard