



Appointment of Chief People Officer (CPO)

UBI Services Ltd (A wholly owned subsidiary of Union Bank of India) headquartered in Mumbai (Thane), engaged in distribution of various retail asset and other products/services of Union Bank of India, invites applications from qualified candidates for the position of “Chief People Officer (CPO)” of the company, on a full - time basis.

The detail descriptions are furnished here under:

Position Title	Chief People Officer (CPO)
<p>Overview</p>	<p>The “Chief People Officer (CPO)” reports to MD & CEO of the company and is responsible for developing and executing human resource strategy in support of the overall business plan and strategic direction of the organization, specifically in the areas of succession planning, talent management, change management, organizational and performance management, training and development, and compensation. The CPO builds and maintains a company culture by overseeing all aspects of HR and provides strategic leadership to the executive management team, shareholders and the board of directors</p>
<p>Roles and Responsibilities</p>	<ul style="list-style-type: none"> • Establish and implement HR efforts that effectively communicate and support the company's mission and strategic vision. • Develop HR plans and strategies to support the achievement of the overall business operations objectives as a Head of Human Resources & Administration. • Partnering business leaders to drive better employee engagement, retention and performance management • Handling various compliance related elements like POSH, labour laws or compliance related to other regulatory bodies etc • Building a strong culture that is professional, transparent, encourages new ideas from all the employees and one that also enables growth and adds value to the business and employees • Being a strategic HR advisor and also a SPOC in presenting the HR needs, plans and ideas to the Executive Management team • Work with the company's executive management team to establish a sound plan of management succession that corresponds to the strategy and objectives of the company. • Develop and implement comprehensive compensation and benefits plans that are competitive and cost-effective. • Provide overall leadership and guidance to the HR function by overseeing talent acquisition, career development, succession planning, retention, training, leadership development, compensation and benefits globally • Scaling up talent acquisition - building inhouse capabilities, investing in employer branding, setting up processes for superior jobseeker experience and ensuring that top quality talent joins the organization in a time-bound manner

Job specific Skills	<ul style="list-style-type: none"> • In-depth knowledge of all HR functions • Hands-on experience with HR software (HRIS, ATS etc) • Good understanding of labour legislation / Laws / other related regulations • Excellent leadership abilities • Excellent Communication skill and ability to build consensus and sustainable relationships among executives, partners, and the workforce. • Ethical leadership and Integrity. • Thorough understanding of corporate governance. • Proven negotiation skills. • Ability to work under multiple assignments, plan and execute the workload effectively, and delegate. • Dynamic, Change - driver, result-oriented, and a decisive leader
Eligibility Criteria	<ol style="list-style-type: none"> 1. Age: At least 40 years and not more than 55 years as of 1st September 2022 2. Education: Minimum Graduate, with specialization in Human Resource Management, however Post graduate / MBA / Higher education from Premier Management Institutions shall have added advantage. SHRM Senior Certified Professional (SHRM-SCP) or SHRM Certified Professional (SHRM-CP) are always preferable 3. Experience: Minimum 15 years of HR experience with at least 2 years' domain experience as a Head / Deputy Head of HR vertical at mainstream Institution of BFSI sectors (Banking, financial services and insurance sector)
Nature of Appointment	On a full-time basis subject to satisfactory performance and annual review
Remuneration	The remuneration will be offered based on the candidate's qualifications, experience, overall suitability, negotiations and shall not be a limiting factor for suitable candidate. The compensation will be on CTC basis.
Job Location	Mumbai (Thane) or as decided by the company
Selection Procedure	<ul style="list-style-type: none"> • Selection will be based on screening / shortlisting of suitable profile and their personal interviews. • Applications received shall be screened based on experience and eligibility conditions as per the CV/resume provided by the candidates. The candidates may be called for preliminary interactions to determine their eligibility. Then the candidates will be shortlisted, based on their overall suitability, for personal interviews. • The appointment of selected candidates shall be subject to approval by the Board of Directors of the company.

<p>Application Procedure</p>	<p>The applications shall be submitted only through online mode through the link available on https://ubisl.co.in under the “CAREER” tab.</p> <p>Note: Kindly ensure that the Resumes / CVs have all the mandatory information about your job profile such as Name, contact detail / email id, DOB, educational qualification, Job Experience with current & previous organisation, Notice Period, Present/ Expected CTC etc. Any applications without complete resume shall be summarily rejected without any further contact from the company.</p>
<p>Last Date of Application</p>	<p>7th October’ 2022</p>
<p>General instructions</p>	<ul style="list-style-type: none"> • The company reserves the right to call for any document in original in proof of the eligibility of the candidate. • Decision of the company shall be final and binding on all candidates in all matters regarding eligibility, conduct of interview and selection. No representation or correspondence will be entertained by the company in this regard. • The Shortlisted candidates will have to plan their journey at their own expenses for attending interview/Selection procedure, if any. • Intimations, wherever required will be sent by email/SMS only to the email ID and mobile number registered in the online application form. UBISL shall not be responsible if the information/ intimation do not reach candidates in case of change of mobile number, email address, technical fault or otherwise, beyond the control of the company. • The company reserves the right to alter, modify or change the eligibility criteria and/ or any of the other terms and conditions spelt out in this notification. • Candidates are advised in their interest to not to furnish any particulars / details / information or make statements that are false, incorrect, tampered, fabricated, and shouldn’t conceal or suppress any material information, while applying for the post, else will be disqualified from the selection process. • Any resultant dispute arising out of this notification shall be subject to the sole jurisdiction of the courts situated in Mumbai. <p><u>IMPORTANT NOTES:</u></p> <ul style="list-style-type: none"> • All revisions / corrigendum (if any) shall be hosted on the Company’s Website only. • Kindly do not submit multiple applications and in case of multiple applications, the last submitted application will only be considered based on the date / time of submission. In such cases, no part of the earlier submitted application including uploads shall be considered. • In case of any problem in filling up the form or uploading the resume, complaints may be made at email id kmprecruit@ubisl.co.in (only for Complain redressal, if any). Do not forget to mention “UBISL- Recruitment of Chief People Officer” as subject.

Sd/-

Authorised Signatory