

MRUDUL RAIBORDE

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PROACTIVE LEADER – HR MANAGEMENT

SEASONED HR LEADER WITH OVER A DECADE OF EXPERIENCE IN MANAGING A DYNAMIC WORKFORCE OF 700+, DRIVING TALENT STRATEGIES AND ORGANIZATIONAL GROWTH

CORE COMPETENCIES

Versatile Leader with 10 years of progressive experience in the human resources domain. Pilot comprehensive HR transformation projects, redefine organizational capabilities and improve overall efficiency. Foster a continuous improvement and inclusivity culture. Empower firms to accomplish desired business success by developing top-performing teams in alignment with organizational needs. Innovate dynamic policies, programs, and initiatives for enhancing team performance and engagement.

Trusted HR advisor, consulting all levels of management and employees about all HR-related matters. Expertise in various HR functions – recruitment and retention, benefit and compensation, compliance, performance management, succession planning, learning and development, and grievance handling. Possess entrepreneurial excellence and communication skills, as well as an exceptional ability to solve problems and present a strong work ethic. Robust business acumen with skills in understanding and dealing with complex situations.

- HR Leadership
- Strategy Creation & Execution
- HR Business Partnering
- Organizational Development
- Change Management
- Human Resources Metrics
- Talent Recruitment & Management
- Learning & Development
- Processes & Policies Creation
- Management Consulting

CAREER SUCCESS

DBS BANK (CONTRACT WITH HGS LIMITED), Mumbai

May 2023 - Sep 2023

Consultant

Orchestrated HR transformation as a strategic partner on a critical project focused on expanding a company established through a strategic alliance between a bank and an NBFC. Converses with key business stakeholders aimed at deeply understanding manpower needs and guiding the hiring process effectively to achieve targeted staffing levels. Cooperated with business units to enhance employee experience and elevate workforce productivity.

- **Determined operational challenges** and proposed processes, improving project efficiency and ensuring seamless operations.
- **Supported designing and deploying employee policies** to foster a supportive and productive work environment.
- **Provided leadership for DEI initiatives**, culminating in successfully launching a diversity council to foster inclusivity and diversity within the organization.
- **Managed the Employer Value Proposition (EVP)**, addressing feedback from Glassdoor reviews and collaborating cross-functionally to address specific concerns, thereby enhancing employer brand perception.
- **Identified attrition trends and high-risk cohorts** across business units through rigorous attrition analysis, enabling targeted retention strategies and reducing turnover rates.
- **Played a key role in driving central projects and optimizing employee journeys**, leveraging expertise to streamline processes and enhance overall organizational effectiveness.
- **Administered project finances**, deploying cost-control measures that bolstered overall business performance.

HSBC, Mumbai

Aug 2022 – Feb 2023

HR Consultant

Developed and implemented strategic initiatives – demo sessions, quizzes, and compelling communications to enhance engagement on the internal talent marketplace platform.

- **Positioned the talent marketplace platform as a critical career development tool**, increasing adoption rates and securing buy-in from key business stakeholders.
- **Assisted the learning and development team in launching the job tasting initiative**, leveraging the talent marketplace platform in collaboration with business units.
- **Analyzed and scrutinized survey results specific to the India location**, providing high-level insights tailored to each business unit.

GAP IN CORPORATE YEARS (2016 – 2022)

- On break owing to matrimony and maternity (2018 – 2020)
- Reeled under the economic slowdown impact of COVID-19 (2020 – 2022)

MSCI, Mumbai

Aug 2011 – Dec 2015

Associate

Governed talent acquisition efforts, collaborating with business units and recruiting teams to explore top-tier talent while optimizing pre-onboarding and hiring processes. Formulated innovative strategies, enhancing the employee experience across all phases of the employee life cycle. Leveraged salary survey findings to maintain competitive salary structures aligned with industry standards and best practices. Developed benefits recommendations grounded in rigorous analysis of employee data and market dynamics.

- **Played a pivotal role in major compensation initiatives**, including market benchmarking and policy adjustments in partnership with industry leaders – Mercer, McLagan, Aon Hewitt, Marsh, and Engage.
- **Designed and launched an employee wellness program for India**, featuring a wellness calendar and monthly newsletters.
- **Partnered with management to execute annual talent management practices**, including performance evaluations, talent reviews, succession planning, and promotional processes.
- **Co-led strategic learning and development initiatives** with the Center of Excellence (COE).
- **Pioneered impactful employee engagement programs**, including implementing structured HR interventions like new hire buddy systems, mentoring programs, and recognition and reward initiatives.
- **Analyzed HR metrics to identify trends and insights**, delivering actionable recommendations to enhance employee engagement, retention rates, and overall organizational performance.
- **Negotiated contracts with benefits providers**, optimizing plan options for cost-effectiveness while meeting employees' needs.
- **Orchestrated orientation and business induction programs**, ensuring seamless onboarding and integration within the organization.
- **Conjoined HR teams to develop and deploy policies, procedures, and initiatives**, fostering a positive work environment and elevating employee satisfaction.
- **Supported the transition of HR operations for the Mumbai region** to a new shared services model, advocating for global process improvements to ensure consistency across all regions.

EARLY EXPERIENCE

THE CLEARING CORPORATION OF INDIA LIMITED, Mumbai | Senior Executive | 2007 – 2011

STANDARD CHARTERED BANK, Mumbai | Assistant Mutual Funds Coordinator | 2004 – 2005

HSBC BANK, Mumbai | Phone and e-Banking Facilitator | 2004

STREAM TRAC MAIL PRIVATE LIMITED, Mumbai | Team Member | 2003

EDUCATION & CERTIFICATION

Diploma – Training and Development, ISTD, Delhi, 2022

Master of Science – Management Studies (HR), Mumbai University, India, 2007

Bachelor of Science – Computer Science, Mumbai University, India, 2003

Certified Scrum Master (CSM), Scrum Alliance, 2024

Train the Trainer Certificate, Dale Carnegie Training, 2017 | **Dynamics of Counseling Certificate**, Sinara Education, 2011