Job Title: Senior Program Manager – Talent Acquisition (Leadership Recruitment)

Overview of Piramal Foundation:

Job Overview:

As the Senior Program Manager for Talent Acquisition, you will be a key enabler of Piramal Foundation's mission, responsible for building and leading the Leadership Recruitment team. This team will play a vital role in identifying, attracting, and recruiting exceptional senior leaders to drive the strategic initiatives under the "Big Bets." By bringing in visionary and impact-driven leaders, you will contribute to transforming public systems, uplifting marginalized communities, and fostering a spirit of Sewa Bhaav (service mindset) among leaders.

Key Responsibilities:

- Team Setup and Leadership: Establish and lead the Leadership Recruitment team, fostering a culture of excellence, collaboration, and dedication to Piramal Foundation's mission.
- Strategic Workforce Planning: Collaborate with senior leaders and HR partners to understand the talent needs of the "Big Bets" initiatives, including Tribal Health Collaborative, Aspirational District Collaborative, Digital Bharat Collaborative, Piramal School of Leadership, and Piramal Academy of Seva.
- Leadership Search: Conduct comprehensive leadership search efforts to identify and engage potential candidates with exceptional leadership qualities and a deep commitment to social impact.
- Candidate Assessment and Selection: Implement rigorous assessment processes to ensure candidates' alignment with the foundation's values, vision, and cultural fit. Present well-vetted candidates to hiring managers and facilitate effective decision-making.
- Employer Branding: Develop and execute compelling employer branding initiatives, positioning Piramal Foundation as an employer of choice for impactful leaders.
- Diversity and Inclusion: Champion diversity and inclusion in the recruitment process, ensuring a diverse leadership team that reflects the foundation's commitment to equality and inclusivity.
- Talent Pipeline Development: Build and maintain a robust talent pipeline, nurturing relationships with potential candidates who can contribute to Piramal Foundation's long-term success.
- Data-Driven Approach: Utilize data and metrics to assess the effectiveness of recruitment efforts, making data-backed decisions to optimize the hiring process continually.

- Stakeholder Management: Develop strong relationships with key stakeholders, including hiring managers and senior leaders, to understand their needs and align recruitment strategies accordingly.

Essential Mindset/Behaviours:

- Creativity: Demonstrate a creative mindset to design innovative solutions for talent management challenges.
- Tolerance for Ambiguity: Adapt and thrive in ambiguous situations and navigate complex challenges effectively.
- Entrepreneurship: Display an entrepreneurial spirit with a focus on driving positive outcomes in talent development.
- Learning Agility: Stay abreast of the latest trends and best practices in talent management, fostering a culture of continuous learning and improvement.
- Seva Bhav: Embody the spirit of Seva Bhav (selfless service) in driving talent development initiatives that contribute to the greater social impact of Piramal Foundation.
- Collaboration: Exhibit excellent collaboration and interpersonal skills to work effectively with diverse stakeholders and build strong working relationships.
- Impact-driven: Demonstrate an impact-oriented approach, measuring and enhancing the effectiveness of talent programs to achieve meaningful outcomes.

Essential Skills and Experiences:

- Bachelor's degree in Human Resources, Business Administration, or a related field; a Master's degree is preferred.
- 8+ years of experience of leading leadership recruitment efforts.
- Strong understanding of Leadership Recruitment principles and practices.
- Familiarity with the social impact landscape in India and a passion for contributing to transformative change.
- Experience working with CXOs and management teams, to meet their strategi talent needs.
- Excellent communication and interpersonal skills, with the ability to influence stakeholders at all levels.
- Data-driven and analytical mindset, leveraging data to drive decision-making.

For applications, please send updated CV on (Mandatory)
recruitment.SS@piramalfoundation.org.

Please fill the below form to apply. (Mandatory) https://forms.office.com/r/kQ7NMRm6Bu

Timeline for application receipt - 10ᵗʰ January 2024.