**Sandeep Sable**

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**Senior HR Professional / HR Business Partner**

▪ Talent Acquisition ▪ Global-Recruitment ▪ Aviation-Training ▪ Renewal Energy ▪ B2B Recruitment ▪ BPO / Shared Services, Banking ▪ Telecom ▪ IT &ITES

▪ HR-Transitioning & Transformation ▪ SBU/ P&L Management ▪ Creation of Shared Service centers ▪ Organizational Development

**CAREER OBJECTIVE**

*Masters in Personnel Management (MPM) and astute HR professional with over 20 years of rich experience in prestigious Multinational and Indian organization across diverse verticals. Proven expertise in all facets of HR. Successfully built and led large business units and teams. Last worked as HRBP and GM with an Indo-Canadian joint venture organization into in-flight training for aviation industry. Expertise in Domain (Banking, Renewables, Aviation Training, IT). Left the organization due to global changes initiated by the parent organization impacting Indian operations. Seeking commensurate Leadership assignment in HR. Location: No constraint.*

**PROFESSIONAL SUMMARY**

* Delivered the best of global standards, processes and polices
* Successfully executed the Global HR Transformation project for Credit Suisse Bank @Wipro. This was the first end-to-end HR Transition and Transformation project in India. Lead the Global Recruitment div for B2B For Credit Suisse.
* Demonstrated success in building HR Policy frameworks, Global Talent-Acquisition, Performance-Management, Employee-Engagement
* Played key roles in HR-Transformation, HR-Transitioning, Process-Improvements, L&D & Organizational-Development
* Successfully set up and led the HR Shared-Services centres for WIPRO -Credit Suisse and TechMahindra
* Adept at working with multi-country / multi-cultural teams
* Led large HR teams with over 35 direct reportees
* Officiated as interim General Manager and Profit-Centre Head at CAE-NFTI for a period of 21 months
* As a part of the innovation practices at Wipro and Tech Mahindra, was responsible for new initiatives and saleable components of including Automation, consulting and Outsourcing. Actively involved in process-design, documentation, training and delivery to the operations team. Managed SLA, TAT, Testing, Production and Quality matrix. Established Pilot and process stabilization norms.
* Executed and Transited projects for Credit Suisse @ Wipro and for British Telecom @ Tech Mahindra.
* Deputed for a number of overseas conferences, knowledge-transfer and training workshops in London, Zurich and other cities globally
* Core team member in a B2B start-up website in 2001-2002 (early stages of Internet in India)
* Passionate in conducting training programs at all organizational levels. Guest Faculty member in several management institutes

**CORE COMPETENCIES**

* Talent Acquisition.
* Lead the Recruitment Div B2B for Wipro-Credit Suisse and TechMahindra- British Telecom.
* B2B Recruitment for Indigo pilot hiring for CAE. (Canvasing, Advertise, Filtration through all India entrance exams, GD and Personal rounds and setting up of LOI’s.
* L&D / Organizational Development
* Setting up HR Shared Services
* HR Transition & Transformation
* Global Talent Acquisition
* Execution of L&D Pan India Level.
* Performance management
* Employee Engagement
* Lead Change
* National and International On-boarding & Off-boarding
* IT Systems & ERP
* Strategic HR

**ACADEMIC QUALIFICATION**

**Masters in Personnel Management HRM & IR**

University of Pune **June 1992 -- May 1994**

**Bachelors in Computer Science**

University of Pune **June 1987 -- May 1991**

**CERTIFICATIONS**

* ITIL ( IT Infrastructure Library) 2012
* Certified Organization Development Analyst (CODA) -2018
* Certified HR Business Partnering 2017
* Certified Performance and Competency Developer -2012
* Certified Master Trainer And Facilitator- 2021
* Certified Psychometric Test Professional-2021

 **COMPUTER KNOWLEDGE**

* Database: Oracle, Access
* Windows Office: Word , Excel , PowerPoint , Visio
* Operating Systems: Windows, UNIX, Solaris
* HRMS: Peoplesoft HRMS Ver 9.0 , Oracle Apps, WorkDay
* Requisition Tools: ERIN, GSPrime Clarity, RPT, WorkDay

**PROFESSIONAL EXPERIENCE**

**Consulting Advisor: Since AUG 2020**

* Consultant HR for startups, setting up of HR departments, Processes and policies.
* HR consultancy for mergers and acquisitions, AS IS and TO BE processes, creation of process maps and SOPs etc.
* Independent Consultant for Aviation Training New and Second extended base setups, Liaison with DGCA for approvals,
* Approvals from Airport Authority of India for Airport and Air Space approvals. Operational staffing and Infrastructure development of Air base.

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| **CAE-NFTI Pvt.Ltd., Gondia (Maharashtra) May 2012 - Dec 2019** |
| **General Manager , HR & HRBP** |

##### *CAE Oxford Aviation’s NFTI in Gondia is a joint venture between the Airports Authority of India (AAI) and CAE (Canada) the World - Leader in aviation training. CAE trains more than 75,000 civil and military pilots, maintenance technicians and cabin crew attendants annually at more than 29 centers across the globe. The centre at Gondia is one of the 11 members of the CAE Global Academy network and has a capacity to train 1,800 cadets per year globally.*

**Role**: During the 7-year stint, played multiple roles including Accountable Manager, General Manager, Administration, HR Generalist.

Key Result Areas:

Strategize and lead the HR function of the pilot training division as a HRBP , GM( Interim).

* Plan, develop, organize, implement, direct, and evaluate the organization's human resource function and performance.
* B2B Recruitment for Indigo pilot hiring for CAE.( Canvasing , Advertise, Filtration through all India entrance exams, GD and Personal rounds and setting up of LOI’s.
* Recommend new and improved measures for performance evaluations
* Researches, develops, and implements competitive compensation, benefits, performance appraisal, and employee incentive programs.
* Provide guidance and leadership to the human resource management team; assists with resolution of human resource, compensation, and benefits questions, concerns, and issues.
* Driving attrition and engagement targets. Embedding a culture where employees feel motivated and excited coming to work everyday.
* Partner with business teams, demonstrate sound business acumen, and - coach- the leadership team on critical HR issues.
* Support world-class recruitment, hiring, and onboarding policies, procedures, and logistics to hire and retain employees of the highest competency and caliber.
* Ensure competitive and consistent total compensation programs and compensation administration practices for the firm.
* Drive workforce management strategies through the development of key metrics and performance indicators that enable business leaders to effectively forecast and manage human capital for direct business unit performance.
* Lead effectively through change.
* Lead a strong and diverse HR team. The function should be viewed by all to be strategic, effective, and vital to the company's success.

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| **The World institute of Sustainable Energy, WISE, Pune** | **May 2010 – Jan 2012** |
| **Sr. Manager & Head HRD** |  |

*The World institute of Sustainable Energy (WISE) is a not-for-profit organization committed to the cause of promoting sustainable energy and sustainable development, with specific emphasis on issues relating to renewable energy, energy security and climate change. Lead PAN India Training programs for global agencies such as USAID.*

* Executed projects on accessing human resource needs for the renewable energy sector
* Recruitment , onboarding , PMS, Training etc.
* Conducted PAN-India training programmes and workshops for renewable energy professionals

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| **Wipro Ltd (Wipro BPO) Pune**  | **June 2008 – Jan 2010** |
| **Assistant. Manager, Human Resources**  |  |
| **Assistant-Manager-Transition and Delivery**  |  |

**Role**: *HR Transformation* *(Global HR to be designed, off shored and implemented)*

* As HR Domain expert, led the team successfully (Team-size: 35 FTEs – Recruitment and 18 Off boarding, On boarding)

**Tech Mahindra, Pune (Formerly MBT Mahindra British Telecom)**

**HR Administrator Sep 2006 – May 2008**

**Role**: part of the Global Resource fulfilment system project to recruit around 20,000 high-value niche skilled contractors across the board, manage their end-to-end cycle from recruitment, onboarding till exit.

KRAS:

* Managed HR Transition for end-to-end recruitment, on-boarding & off-boarding of British Telecom – Contractors (Team-size: 90 FTEs)

**EARLY CAREER**

**Spectra Automation: Spectra Information Systems Aug 1994 – Dec 2005**

**Hr Executive**

* HR Operations, Recruitment, PMS etc
* Core team member in 2zindians.com a B2B start-up website in 2001-2002 (early stages of Internet in India)
* Certified Psychometric Test Professional-2021

**PROFESSIONAL PURSUITS**

* Guest Lecturer/ Faculty Member at NMD College of Business Management (MBA), Gondia
* Guest Lecturer at IMRRD Institute of Management Research & Rural Development), Ahmednagar

**PERSONAL DETAILS**

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| **Date of Birth:** 11th Aug ‘1969 | **Nationality:** Indian |
| **Marital Status:** Married | **Languages Known:** English, Hindi, Marathi |