



# Kaushik Venkateswar KV

+91 95000 00982



kaushikvenkateswarkv@gmail.com

**HR 40 Under 40 – Economic Times Emerging Leader League 2024 || HR Strategy Visionary 2024 by HR Association of India (HRAI) || Top 100 Emerging HR Leaders in India 2024 || Excellence Achiever Awards 2023 (CHRO Excellence Awards) by Vanakkam HRD || Alumni Indian Institute of Management Calcutta || Alumni Madras School of Social Work || LSSBB || (PoSH) - TÜV SÜD South Asia || Labour Law**

## PROFESSIONAL SUMMARY

Experienced HR Professional with a proven record of success in optimizing processes, building teams, managing talent, and navigating compliance. Skilled in implementing innovative solutions, fostering collaboration, and empowering employees to excel. A passionate advocate for positive workplace culture and strategic growth. Demonstrated expertise in talent acquisition, succession planning, organizational development, and legal compliance. An ambassador of change and innovation, with a passion for building and nurturing high-performance teams.

## CAREER ABRIDGEMENT

- **EPSHRM – IIM, Calcutta & Postgraduate in Human Resources Management with over 9 years** of experience in Recruitment – Sourcing to on boarding; Performance management; Compensation & Benefits; Training & Development; Employee engagement; Payrolls; General Administration – Vendor Management & Client Management. **Overall Experience of 10 Years.**
- Presently associated with **Atsuya Technologies Pvt Ltd, Chennai as HR Head. Holding an additional responsibility heading – Admin & IT Infra(hardware).**
- Experienced in manpower management, recruitment involving screening, shortlisting, and interviewing.
- Expert in developing & nurturing partnerships through human resources to bridge the divide between management and employees, ensuring regulatory compliance with legal requirements pertinent to the day-to- day management of employees.
- Skilled in developing & maintaining effective relationships with the Senior Management and department heads; supporting the delivery for end-to-end HR services across the business; using experience, skills & knowledge of the HR industry to make an impact in key areas such as change management, organizational design & talent analytics.
- Rich experience in devising a strategy for High Performing Talent Acquisition in a challenging market. Hands-on with co-facilitated business reviews with management teams for nurturing high-potential resources; understanding of conceptualizing & implementing non-monetary R&R; Successful in implementing a new evaluation process for the employees and managers.
- Proactive in performing the strategic role with respect to employee training & development; preparing the workforce for future positions within the company; succession planning, promotion from within policies & performance evaluation factor; imparting training, motivating employees & improving employee retention.
- Excellent communication & people management skills that have been honed through managing multi- skilled teams.
- Exceptionally well organized with a track record that demonstrates self- motivation, creativity, and initiative to achieve both personal & corporate goals.
- Possess strong communication and interpersonal skills. A dynamic go-getter & Quick learner with ability to work under pressure and meet deadlines.
- Achieved Great Place to Work Certification for the organisation with 89 index score.
- Implementation of HRMIS in the organisation to manage people and various HR function – LMS, PMS, L&D and R&R.

## **WORK EXPERIENCE**

### **HR Head – Atsuya Technologies Pvt Ltd, Chennai 02/2021 – Till Date**

- Develop and implement HR policies and programs that align with the company's overall business objectives.
- Oversee all aspects of the employee lifecycle, including recruitment, onboarding, performance management, and offboarding.
- Provide guidance and support to managers and employees on HR-related matters, including employee relations, benefits, and compensation.
- Coordinating with recruiters & managers to identify, interview & select qualified candidates aligned to business needs, educating managers through performance reviews, terminations, reorganizations, and reductions in force.
- Manage a team of HR professionals and ensure they are providing exceptional service to the organization.
- Develop and implement employee engagement initiatives, including employee surveys, town halls, and recognition programs.
- Partner with business leaders to identify and address talent gaps and develop succession plans.
- Consulting with the business leadership team for business issues & innovative HR solutions; driving cost & manpower productivity across the BU's.
- Driving performance management and developmental programs for capability development; actively supporting and influencing change management to ensure internal HR transformation.
- Working in high pressure environments with strict deadlines & multiple deliverables
- Identifying & resolved employee relations matters, including policy violations & leadership accountability issues.
- Responsibility, with the HRD to ensure that all HR policies and procedures are regularly reviewed and continue to reflect both up-to-date employment law and best practice.

### **Regional Business HR – Xitadel CAE Technologies India Pvt Ltd, Bengaluru, India (Work Location: Chennai) 08/2019-02/2021**

Key responsibilities include developing and implementing HR policies and programs, ensuring compliance with local employment laws, and providing guidance to managers and employees. Need to identify talent gaps, collaborates with local organizations, and develops diversity and inclusion initiatives. The goal is to manage the workforce effectively while creating a positive and inclusive work environment. Major client working with are Renault Nissan Technology & Business Centre India (RNTBCI) & Fiat Chrysler automobiles (FCA), Deployed 120+ engineer in the client location.

### **HR Executive (HRBP)– Sicagen India Limited (AM INTERNATIONAL HOLDINGS PRIVATE LTD) Chennai, India 09/2017 – 08/2019**

Key responsibilities include developing and implementing HR policies and programs, managing employee relations, overseeing talent acquisition and retention, managing compensation and benefits, and ensuring compliance with employment laws and regulations and playing a critical role in shaping the culture of an organization and ensuring that the workforce is aligned with the organization's goals and objectives. Worked closely with senior leadership to develop and execute HR strategies that support the overall business strategy. I gained experience in handling 6 Business Units manpower with 2 manufacturing plant and pan India operations in HR.

### **Senior HR Executive – Pon Pure Chemical Group Chennai, India 05/2017 – 09/2017**

Key responsibilities include developing and implementing HR policies and programs that are tailored to the unique needs of the manufacturing industry, such as safety and compliance regulations and responsible for managing employee relations, overseeing talent acquisition and retention, managing compensation and benefits, and ensuring compliance with employment laws and regulations specific to the manufacturing industry. As it is chemical industry had an opportunity to work on niche requirement on manpower and handling manufacturing plant.

## Senior HR Executive – HEX Advisory Pvt Ltd Chennai, India

10/2015 – 05/2017

- ✓ Experience in sourcing, screening, scheduling interview.
- ✓ Analyze the need of the organization in terms of manpower.
- ✓ Fill the job post of the organization – campus drive.
- ✓ New joiner induction
- ✓ Training new employee
- ✓ Experience in Payroll
- ✓ Dossier management
- ✓ Employee Grievance Handling
- ✓ Performance Management System

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## EDUCATION

EPSHRM – Indian Institute of Management Calcutta -2023-2024

Master of Arts in Human Resources Management MADRAS SCHOOL OF SOCIAL WORK (2013-2015)

Diploma in Labour Law and Administrative Law ANNAMALAI UNIVERSITY (2014 – 2015)

Bachelor of Science in Visual Communication SRM ARTS & SCIENCE COLLEGE (2008-2012)

HSC (group – Commerce)

GILL ADARSH.HR.SEC.SCHOOL, Chennai

LKG – 10th STD ADARSH.SR.SEC.SCHOOL, Chennai

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## CERTIFICATION & AWARDS

Lean Six Sigma Black Belt – Certified by CSSC & CPD – London (UK)

Lean Six Sigma Green Belt – Certified by CSSC & CPD – London (UK)

Lean Six Sigma Yellow Belt – Certified by CSSC & CPD – London (UK)

Prevention of Sexual Harassment (PoSH) - TÜV SÜD South Asia

HR 40 under 40 certification – Jombay (2023-2024)

Excellence Achiever Awards 2023 (CHRO Excellence Awards) by Vanakkam HRD

HR 40 Under 40 – Economic Times Emerging Leader League 2024

HR Strategy Visionary 2024 by HR Association of India (HRAI)

### Skills

HR Strategy Development and Implementation  
Talent Acquisition and Retention  
Employee Engagement and Recognition Programs  
Performance Management  
Employee Relations  
Benefits and Compensation  
Diversity and Inclusion  
Compliance with State Employment Laws and Regulations  
Leadership and Team Management  
Strong Communication and Interpersonal Skills

### Language Known

**English** (Full Professional Proficiency)  
**Tamil** (Native/ Bilingual Proficiency)  
**Hindi** (Professional Working Proficiency)  
**Malayalam** (Limited Working Proficiency)  
**Telugu** (Limited Working Proficiency)  
**Marathi** (Elementary Proficiency)  
**French** (Elementary Proficiency)

## Passport Details

Passport number: Z3769930 || Country Code :IND || Type: P || Date of Expiry :12/10/2026

## HOBBIES

Cyclist – A Century Rider, Photography, Cricket Player – TNCA, Gymming & Fitness, Internet Savvy & Tech Savvy

*I hereby declare that the above-mentioned details are true to best of my knowledge.*

\*Reference will be given on request.