

PROFESSIONAL SUMMARY

HR professional with 7+ years of experience across HR business partnering, workforce analytics, shared services, and AI-enabled HR transformation. Currently supporting global HR leaders at NIQ with workforce planning, organisation design, talent and succession reviews, performance analytics, and workforce governance. Combines strong HR expertise with advanced Excel, automation, and data storytelling to turn complex workforce data into decision-ready insights.

CORE EXPERTISE

Workforce Strategy: Workforce Planning, Organisation Design, Talent & Succession Reviews, Performance Management, HRBP Enablement | **People Analytics:** Headcount & Cost Analysis, Spans and Layers, Performance Trends, Talent Intelligence, Executive Reporting

Data Governance & Automation: Job Architecture, Reporting-Line Validation, Advanced Excel, Power Query, Power Automate, VBA, Python, Google Apps Script, LLM/RAG

PROFESSIONAL EXPERIENCE

NielsenIQ (NIQ) | Chennai, India **Senior HR Generalist - Workforce Analytics & HRBP Enablement** | May 2026 - Present

- Partner with global HRBPs and senior HR leaders to deliver workforce intelligence for workforce planning, organisation design, talent and succession reviews, performance management, and governance.
- Build integrated analysis across headcount, organisational hierarchy, job levels and families, performance ratings, succession, improvement plans, workforce actions, and labour-cost information.
- Analyse multi-year performance data to identify first-time, repeat, and sustained low-performance patterns and enable targeted leadership interventions.
- Conduct organisation-health diagnostics across spans of control, ICs with direct reports, and grade/reporting anomalies; current reviews included 47 low-span managers and 65 ICs with reports.
- Drive workforce data quality and recurring reporting automation; analysed headcount and labour-cost distribution for 22,000+ employees across market cost tiers using Excel, Power Query, and reusable logic.

Intellect Design Arena Ltd | Chennai, India **AI HR Transformation & People Analytics (COE)** | July 2024 - April 2026

- Designed and deployed AI-enabled HR solutions across talent acquisition, candidate experience, internal mobility, and executive people analytics.
- Build passive talent discovery and RecruiterMax sourcing-recommendation solutions using public developer ecosystems and historic hiring patterns.
- Implemented the Sorting Hat semantic screening model, reducing time-to-screen by 60%; also developed pre-onboarding, sentiment-analysis, and evidence-based interview-assessment workflows.
- Architected Project Cerebro, an internal talent marketplace, and zero-touch analytics bots that automated workforce-movement digests for leadership.

Intellect Design Arena Ltd | Chennai, India **Specialist - HR Shared Services & Process Digitization** | July 2022 - June 2024

- Analysed HR service ticket trends and designed self-service interventions, including FAQ bots, reducing repetitive queries and releasing team capacity for higher-value work.
- Managed corporate medical insurance and core HR operations while re-engineering legacy document storage to improve governance, accessibility, and audit readiness.

Reliance Jio Infocomm Ltd | Madurai, India **HR Business Partner (HRBP)** | February 2019 - July 2022

- Partnered with regional leaders on workforce planning, recruitment, engagement, retention, and HR operations for approximately 800-1,000 employees; designed a mentorship intervention that reduced regional attrition by 23%.
- Restructured high-volume recruitment workflows with business heads, achieving a 17% reduction in time-to-hire.

EDUCATION, CERTIFICATIONS & RECOGNITION

Education: PG Certificate - Strategic HRM, IIM Tiruchirappalli (2024) | MBA - HR & Marketing, Jansons School of Business (2019) | B.E. Civil Engineering, Panimalar Engineering College (2016)

Certifications: HR Analytics - IIM Rohtak | Transactional Analysis 101 - ITAA

Recognition: Innovation Award, Intellect Design Arena (Q4 2023) | Star Performer, Reliance Jio (Q3 & Q4 2020) | Best Area of the Year

TECHNICAL TOOLKIT

Advanced Excel, Power Query, Power Automate, VBA, Python, Google Apps Script, HTML/JavaScript, Generative AI, Prompt Engineering, LLM Integration, RAG, API Connectors