



Shared Services Management, Human Resources, Talent Management,, Recruitment & People Resourcing in specific niche areas of Manufacturing, Engineering, Operations, Design Services. Infrastructure, Petrochemicals, Contracting & Construction. Material Handling and Construction equipment's (Sale, Spare and Leasing Recruitment), Building Automation, Commercial Vehicles and Trucks & LCV, Gensets. Oil & Gas EPCM, PMC,EPC,Power Generation & Networks, Specialties include People-oriented approach, Negotiation, Recruitment coordination & government liaison for immigration/mobilization, Recruitment & Selection (all levels from top management to junior management, mass/volume recruitment for staff and labour) Professional networking. Core competencies include Key Client Management, Global Staffing, Executive Search, Headhunting, Permanent Staffing, C2H, and Regional Manpower Forecasting/Planning. Operations, Administration Project/Client Management/Workshare and Inter Entity Deputations in Global Development Centres (GDC).

EXPERIENCE

Assist. General Manager_Human Resources_Voith Industrial Services_India (March 2020 till date)

Leadec is the leading provider of technical services for the automotive and manufacturing industries. The company, which is headquartered in Stuttgart, employs about 20,000 people worldwide. In 2019 Leadec earned sales of around EUR 900 million. For more than 50 years, Leadec has been supporting its customers along the entire production supply chain. The service provider is based at more than 300 sites, often directly at the customers' plants and facilities. Leadec's global services comprise: Engineer (Production Planning & Optimization, Automation and Production IT), Install (Electrical Installation, Mechanical Installation and Relocation), Maintain (Production Equipment Maintenance and Technical Cleaning), Support (Technical Facility Management, Infrastructural Facility Management and Logistics) as well as other local services. The services are provided either in projects or permanently on site at the customer's premises. I head the Talent Acquisition and Management team for India. And based at Pune, India Headquarters.



Management Consulting_Head_Business Delivery,Client Business Management_Pune, India. (June 2016 till date)

ResourceWorks is young evolving organization in the field of Human Resource Consulting which started its journey on June 2016 and since then have been growing our operations with support. We have Strong expertise in Recruitment Solutions like IT Recruitment , EMPI (Engineering Manufacturing Projects Infrastructure) Recruitment ,Sales & Marketing Recruitment , Niche Recruitment , Overseas Recruitment , Leadership Hiring and have serviced our clients in , Middle East , Australia , USA India. My role in joining the Leadership team begin last June 2016 where i was driven with the challenge to build the EMPI or Engineering Vertical. I worked on strategies to recruit strong resourcing professionals interviewing almost 100 plus candidates and finally creating a team of current and new, Projects globally and building the movement right from Customer to candidate and now established the EMPI business to next level in India . Pioneer and one of the leaders in the areas of Overseas Staffing, Deputation Services, Executive Search, Permanent Staffing Solutions, Recruitment Consulting Services, Training, Engineering Design Services and Project Management Services in India. My Consulting role contributes to include Human Resources Management, Audit, Administration, Industrial Relations and Safety /Risk Management for both staff and lab our personnel.

People Group Resourcing Manager at WorleyParsons_India (May 2011 – May 2016)

Responsible for the entire resourcing/human resources/labour industrial relations and administration support for WorleyParsons India and the major Customer Sector Groups operate in India viz Mumbai, Hyderabad and Chennai are Hydrocarbons Onshore and Offshore, Subsea, LNG ,Infrastructure Ports and Marines Terminals, Railways and Power Generation and Networks for both staff and contract labour. Developed annual resource management goal plan for project annual hiring volume in collaboration with hiring managers and business leaders and aligned global and regional functional objectives and KPIs have taken ownership and instrumental in building the Indian Office with competent employees with strong work culture and human resources policies for Indian Office in the last couple of years. Within five years. I have tracked and achieved my KPI's every year in scheduled review with my team and recruited almost 1000 smart professionals solely with internal recruitment team in niche areas of detailed engineering design in the disciplines of Process/Piping/Civil/Structural/Electrical/instrumentation /Mechanical business for Onshore/offshore requirements in hydrocarbon business. Introduced Recruitment overseas team for India and recruiting for entire global WP offices esp. Middle East and South East Asia with strong revenue model for India office and also incharge of secondment recruitments globally. Effective cost saving achieved in recruitment through internal hiring measures. Undertook recruitment planning in conjunction with other managers to assess current and future organization recruitment needs. . I was also host to the MENAI Recruitment Campaign last year where interviews were held in Mumbai, Delhi and Chennai with Group Resourcing team and requirements all over South East Asia and India. In addition, handled charge of additional role of People Operations and HR Manager and Industrial Relations support for WorleyParsons India office from June 2011 to Oct 2013 in absence of competent authority.

Received World HRD Congress Award in Feb'2013 for 30 Best HR Leaders .To provide a professional recruitment service to the region in manning major projects and to assist the APAC regional, Business Development teams in the preparation of all major bids and tenders as they pertain to manpower requirements. Currently based in the country and managing a team of recruiters in Mumbai/Hyderabad, coordinating recruitment activities for all WorleyParsons offices across India region. .Assisting in providing manpower planning for bids and tenders. Across ME and SEA



Fancy Nelliparambil

Talent Acquisition and Human Resources Management

Resume

region. As a member of Oracle Taleo implementation team, we rolled out Oracle Taleo across India in coordination with Group Administrator in South East Asia region and ongoing review of Oracle Taleo customization as team manager..Solid distinction to have a Internal Recruitment team for entire recruitment functions and working without any recruitment consultants and yet achieving internal recruitment targets for India. Establishing and negotiating Preferred Supplier Agreements to the South East Asia regions with India as the base recruitment agency for all global offices of WP and as a profit centre business for India operations. Responsible for inter office Work order secondments of India staff globally for other WP offices with global offices and adding revenue to the Indian office and Liaising with Country Managers across Middle East and Project Directors on all recruiting activities and needs across the ME region. Direct interaction with Customer Sector Group Managers/Operations Director and Managers, MOP/Shared Service Manager, Project Managers, Engineering Manager, Project Director, Department heads, Leads and Sr. staff. Recently with new developments in India office , part of the resource management team for Global Delivery Systems Group, Global Document Management Systems,IOP and other disciplines coming up in India Global Developmental Center.

Current Specific Accountabilities include but are not limited to

Lead and support the team with strong communication with internal clients and provide innovative troubleshooting solutions. Initiate recruitment campaigns to meet recruitment needs and mentoring best advice to recruiters and hiring managers in review with Regional People Leaders and management team.

Provide guidance and consulting solutions on mass volume hiring, niche areas and difficult skills sets available in OPR and identifying suitable candidates for difficult to fill roles by industry contacts at Senior Level developed in professional course and LinkedIn/References/Headhunting and Search. Report on Ad posting .Check ads on various international job boards weekly, update company info, change ads, liaise with the recruiters to make full use of these boards, manage user logins etc. and handled regional recruitment campaigns across middle east.

Participation in various recruitment job boards and social media forums and sharing best practices among team with continuous market research/network and continuous review of jobportals/career sites. Assist in development of recruitment guidelines consistent with other organization policies and procedures in consultation with the Regional Recruitment Manager, Directors and Shared Services team.

Management of candidates within WorleyParsons external Applicant Tracking System (Oracle Taleo).Ensuring the WorleyParsons Oracle Taleo is utilized correctly to maintain the integrity of the process.

Assist in logistics management for mobilization, demobilization and transfer of internal WorleyParsons candidates around the Middle East and South East Asia region. Manage major project recruitment programs as assigned.

Actively involving in team building of new business for India location including regular interacting with new business leaders in building up their teams and successful for building Hydrocarbons Onshore and Offshore team/Subsea and LNG/Infrastructure Ports and Marine/Railways/Power Networks teams. Building Strong Resume Database with ref. to Organization capability skills and hire the right core competent staff aligning WP value differentiators. Devised strong referral policy scheme in India for employee participation and rewarding employees who share the right resumes for the requirements esp. niche areas. Proactive approach to employ good people as they become available outside of current needs.Assist with advice to the business on issues such as remuneration as they relate to recruitment. Manage the flow of communication between new/potential recruits and the relevant contacts within the organization others. Coaching and mentoring of team members and support in developing their Search capabilities, headhunting skills. Referencing candidate/participating in interview panel, competency mapping of WP Internal team and implement a comprehensive develop yearly budgets and plan to ensure team's capability to achieve strategic goals of business every year as per Annual business plan. Resource and allocation management depending on project requirement. Undertake recruitment planning in conjunction with other managers to assess current and future organization recruitment needs and



ensure effective budget monitoring annually. Produce weekly/monthly reports as required to meet standardized KPIs to Corporate Office. Correlate Location OPR's/Recruitment MIS and Demobs across India and report such to Management team. Collect database usage reports (India international databases) and report such to AME. Consultation with the BUGM, Directors, HR and the other Recruitment Advisors in WorleyParsons and submit weekly/monthly reports to Location Director. Work together with the recruitment team to identify critical roles within Middle East and SEA requirements. Assist in the development of position descriptions, advertisements, liaise with the HR team in respect to terms and conditions of employment, letters of contract and other recruitment related documentation. Keenly monitoring and driving recruitment metrics for resourcing team such as Cost per hire, acceptance time to fill a position as per OPR, time of joining acceptance with hiring managers through weekly review, Internal client satisfaction and feedback. Responsible for enhancing creativity and participatory team culture with the recruitment group to develop best practices. Manage process development with time to time as corresponded from regional group teams. Ensure policy is made for each development with compliance features and educating the team. Participation in Global/Regional/location meetings at regular intervals and promote WP branding among mass audience in the country for employee branding initiatives through Facebook/LinkedIn etc. Participate in career markets and other recruitment related events as required. Working for Campus hiring with IITs/NIT/UPES/BITS Pilani and Good Engineering colleges/B Schools for fresher's recruitment based on annual hiring plan and developing platforms for student internship/projects and training. Working with external staffing agencies for any niche requirements with agreements/short term vendors for agency short term contract staffing. Developing, managing and reporting regularly on a resource planning process ensuring lead times to mobilization are reduced and demobilization's are considered (locally, regionally and globally). Managing major project recruitment programs as assigned, Participating in career markets and other recruitment related events as required. Maintaining currency with recruitment practices such as those relating to online services and overseas markets. Quality Assurance – Responsible for working within the provisions and guidelines of the Quality Assurance system relevant to the BU, etc, Safety – Responsible for maintaining safety safe working practices for the location. Understanding and follow H&S procedures. Industrial Relations Site Management and Labour agency contract management as per company guidelines.

MANAGEMENT CONSULTING (2009-2010) IN PUNE FOR PEOPLE RESOURCING

- **Brunel Energy** (www.brunelenergy.com) –India Recruitment Manager reporting to Country Manager /Regional Manager in Middle East region_Mumbai
- **Le HR Solutions Pvt Ltd** (www.hrworksindia.com) Reporting to CEO_Pune

(Top 3 HR Consulting and ISO 9000 -2008 Certified (Global Staffing, Training & HR Consulting since a decade in Pune) Leading the Staffing vertical and a team of 50 core competent professionals including 4 Managers in the sector of manufacturing, engineering, automotive, power, infrastructure, contracting, Real Estate & health care domain. Le HR Solutions is an ISO 9000 -2008 Human Resource Consulting, since its inception in 2003, is The fastest growing HR Consulting & Boutique Services company in Western India and a preferred one-stop shop. We serve Top Corporate, MNCs and are present in the Middle East and serving key accounts like *Shapoorji Pallonji, John Deere, Emerson, Rolls Royce, TVS Wheels, Aquatech, Suzlon, Universal, Thermax, Umicore, Venkateshwara Properties, Sterling & Wilson, Macons etc.*



CALIBRESCAN HR SERVICES PVT.LTD, PUNE

(Pune, Dubai and Dusseldorf) (www.calibrescan.com)

PRINCIPAL CONSULTANT & MANAGER Reporting to CEO

Calibre Scan HR Services Pvt Ltd, is a fast growing company and service clients for the IT, Telecom, Manufacturing, Energy, EPC and Infrastructure sectors. Our focus is on Technical and Talent Sourcing, Executive Search and HR Consulting to both Domestic and International Markets.

Principal Consultant and Recruitment Delivery Manager at Calibrescan HR Services Pvt. Ltd, Pune and started by Sr. Ex MAFOI top management and handled key accounts like *Honeywell/Emerson/Bosch/Thermax/Magna Steyr/Johnson Controls/Genetco/Cararo/American Axle/Jumbo Electronics/Bahwan Engineering Corporation/Petrofac/MB Petroleum/Deepak Fertilizers/ISMT/Sudarshan Chemicals/Totem Infrastructure/Ashoka Buildcon/IREO*. Also served as HR Advisor to TOTEM INFRASTRUCTURE LTD, HYDERABAD for all Staffing solutions to its Infra/Oil and Gas EPC.

Dec 2007-Dec 2008 M F KENT'S KENTECH INTERNATIONAL LLC, UAE & IRELAND (EPC)



REGIONAL HEAD, MIDDLE EAST- RECRUITMENT & HUMAN RESOURCES (www.kentech.ie)

Reporting to Group HR Manager-Ireland

Kentech International is the largest specialized engineering contractors in the world under M F Kent spread in international markets across five different continents and providing and delivering innovative solutions and sourcing all projects for clients like GE, BECHTEL, SHELL, ENOC and AL JABER for engineering, procurement, construction, commissioning and maintenance of mechanical, electrical, instrumentation and telecommunications services at regional office and my role includes

Manage the Recruitment function to support group regional operations associated with the deployment of a multinational and multidiscipline expatriate work force in the Middle East (UAE, Qatar, Kuwait) from India, South East Asia and Middle East countries. Ensure relevant company policies and procedures are implemented and contribute to their on-going development of the Regional Human Resources Teams in the



Middle East. Support overseas Regional and Project Teams in relation to recruitment /mobilization issues and approval of all recruitment bills and expenses for Middle East region. Local industrial relations.

Dec 2005-Nov 2007 AL SHIRAWI ENTEPRISES ME (AUTOMOBILE. CE & MH, & GENSETS)

LEAD HR /IR and Administration- UAE - RECRUITMENT, HUMAN RESOURCES & ADMIN



(www.alshirawi.com/ent)

Reporting to Group F&A Manager and MD

Recruitment/Training/Performance Management/HR of Core Sales/Service and Spare Parts professionals for Commercial vehicles (Buses, Trucks), Construction Equipments, Material Handling, Cranes, Engines and Forklift Hiring Division of Al Shirawi for world famous European brands namely *SCANIA, CASE, STILL, MANITOU, CARRIER, KIRLOSKAR, JCB, LIEBERR* in UAE.

Significant Contributions and Achievements:

Setting up HR/Admin department in desert based projects and exposed to multicultural business environment across Middle East Countries to Asian countries along with the knowledge /state/local employment-related laws and regulations on Employee Selection Procedures.

Single handedly streamlined the mass recruitment of workforce and core competency headhunting of more than 350 associates and staffs from global business arena within a short span of one year for Sales/Service/Spares/Support functions. Instrumental in three additional sister concerns to the group with establishing HR perspective and leading a team of 4 professionals in the areas of HR, Admin, Public Relations and Govt Liaisoning. Monitored and evaluated manpower requirement in different verticals (IT-Software and Hardware, Sales, Marketing Logistics, Finance, Purchase, Manufacturing, HR & Administration. Deriving recruitment strategy based on nationality wise available visa in the Labour Ministry allocation for top/middle/junior levels manpower. Reduced recruitment cost of existing manpower by working closely on South East Asian candidates as alternative manpower to Indians/Pakistan in the Middle East by Philippines/Thailand/Vietnam/Bangladesh/Nepal/Sri Lanka manpower. Special recognition by the UAE Labour Ministry for employment/training of UAE /Yemen/Syria/Palestine/Jordan/Egypt nationals in the Middle East region



Set up the IT Department with core functional experts with JD Edward's competency worldwide including Functional Consultants for Procurement/Finance/Inventory Control/Spare Parts/Sales/Service functions in the Middle East. Training & Development of Customer trainings with corporate offices in Europe of SCANIA/STILL/CASE/MANITOU/KIRLOSKAR for all external and internal trainings and managing performance appraisals of employees including entire training cycle to improve employee skills and morale.

Involved in corporate activities like Trade exhibitions and branding events during product launches and member of the Internal magazine "Enterprises" including Customer feedback (including external and internal customers) for product improvisation and launch. Local industrial relations and PRO activities.

Lyold's certified Internal Auditor for ISO Recertification and organizing audits internally. Awarded with Internal Auditor (ISO 9002) certification by Lloyds Middle East and thus ensured "military" discipline in the HR functions execution.



Dec 2004-Nov
2005

pricol limited (Dec 2004 – Nov 2005) (A DENSO COLLABORATION)

**HR HEAD –PUNE, PLANT V-Recruitment, HR , IR and Administration
(www.pricol.com) Significant Contributions and Achievements:**

Set up /contributed in development of adequate systems for green field project for Pune location for manpower planning, recruitment and control inclusive liaisoning with Local bodies/Contractors for Plant setup including setting AMC's and branding in the Pirangut region. Part of the Corporate Communication team for Corporate Social responsible through "Pricol News"

Head hunting of senior profiles from competitors to drive business effectiveness and Liaoning with the best recruitment head hunting specialists in Pune. Change Management catalyst for Plant V and trained with SHL team and corporate team to introduce Competency mapping grid to ensure a fit between job profile with individual candidates' education, skills, experience and technical process. Handled Staff plus Contract Labour of 150 + with training in Coimbatore to setup Pune Operations effectively.

Approach to customized training modules to upgrade the technical skills of the employees to cope with the competent production environment for all customers in the west incl Tata Motors, Bajaj, L&T John Deere, GM, JCB, Kanda Motors etc.and coordinating trainings with Corporate office in Coimbatore.

Closely working with Corporate HR on benchmarking policies for staff/labour including salary reviews for Pune employees and setting HR Index. Implemented grievance and disciplinary policies and procedures to ensure fairness and consistency and groomed the organization with local legal framework in consultation with Legal experts incl Contact Labour.Facilitated the sale turnover worth 50 millions within 6 months with the Delivery team, coordinating relocation of the entire production technology from Coimbatore to Pune by understanding



Aug 1995- Apr 1998

Resume

BAJAJ TEMPO LTD (DAIMLER BENZ collaboration)

now Force Motors Ltd.



INDUSTRIAL & TRANSMISSION SHOPFLOOR ENGINEER -Plant III, Pune.

(www.forcemotors.com)

Significant Contributions: Experienced in trouble shooting for smooth flow of vehicle components for Rear Axle Housing in the Transmission Department for Matador RA-307, Tempo Traveller, Trax and Minidor Vehicles to achieve production targets .Focus on Time bookings and Efficiency calculations of employees and working on effective methods to improve productivity. Assisted in managing the delivery of multi-disciplinary HR policies with HR team and procedures to facilitate high quality productivity and organize trainings based on technical, functional and behavioral requirements. Improvised time bookings and productivity.

the dynamics of attrition, poor performance and leaves.Internal Audits for the different location to assess the implementation of the policies and compliances issues amongst all employees in the organization.

April 1998 –Nov 2004



PATNI (www.patni.com) later IGATE and now CAPEGEMINI

SHARED SERVICES EXECUTIVE-ENGINEERING SERVICES, BHOSARI DEVELOPMENT CENTRE, PUNE

Significant Contributions & Achievements:

Division Unit HR and Part of creative Engineering Service team for IT Software, CAD/CAM.GIS, Document Conversion and Multimedia Services. MIS reports to top management for weekly/monthly /quarterly/annual meetings including Monthly Performance reviews of employees. Roles included Recruitment, Training, Employee Development, Performance Management etc.

Recognized as First Patni Pune Person of the Year Award in 2001 for Event Management & Motivation initiatives in restructuring Club Patni into a strong organizational platform for employee participation in extracurricular avenues at organizational level including Annual Calendar events for Club Patni Pune and creating family bonding to reduce attrition. **Awarded First Pune Knowledge Star of the Year Award in 2003 for Knowledge Management initiatives,**

Internationally recognized and received District Rotaract Awards 3130 for leadership practices at youth forums. Volunteered corporate social responsibility with active participation at social associations' viz. Mother Teresa's Home, Maher, and Akanksha for Corporate Social Responsibility. Correspondent for "Punecurry" and "Patni "magazine for all Pune events



EDUCATION & PERSONAL DETAILS

- M. Phil, Management & Commerce, University of Pune, India (2001-2004)(Merit with "O" Grade).
- MMS (Masters of Management Systems), University of Pune,India, 2001 .
- Diploma in Business Management, University of Pune, India (1998-2000).
- DOB/ Address:-25-11-1974/B1,SIDDHI ANAND PARK, CHIKALI PRADHIKARAN,PUNE
- Email/Phone :- fancy.nelliparambil@gmail.com/+91-7420864871

REGISTRATIONS/AFFILIATIONS

Lyolds ME for Internal Auditors 2006/TUV Internal Auditor (ISO 9001 :2008) 2013 and participated in Surveillance and Recertification Audits

PUBLICATIONS/PRESENTATIONS

Presented Research papers on "Recruitment Fairs in ITES Companies", Agarkar Research Centre in BMCC (Deccan Education Society), 2005.Organized Pune's first ever E-Recruitment fair city at Holiday Inn

SPECIFIC TECHNICAL EXPERTISE/SPECIALIST COURSES

- Post Diploma in Computer Systems (ADCSSAA), Bombay Technical Board, 2001/ Diploma in CNC Machining & Concepts, ATSS, Pune 1997..
 - Diploma in Mechanical Engineering, Bombay Technical Board, 1992-1995.
 - Diploma in AutoCAD from Autodesk, USA(1994)
-