

**Company Name** : Indian Energy Exchange Limited  
**Company website** : [www.iexindia.com](http://www.iexindia.com)  
**Position Title** : HR Generalist  
**Designation** : Senior Manager  
**Location** : Noida  
**Experience** : 12+ Years

**Responsibilities:**

- Create and execute learning strategy & journey for the organization
- Training Needs Analysis (TNI) - Evaluate individual and organizational development needs
- Training Calendar
- Hi-Pot Identification - Identifying high-potential employees for future leadership roles.
- Succession Planning - Preparing internal candidates to fill key positions.
- Leadership Coaching - Guiding leaders to enhance their skills and effectiveness.
- Performance Metrics & Impact Measurement
- Implement various learning methods companywide (e.g., coaching, job-shadowing, online training)
- Manager the LMS portal - Design eLearning courses, workshops, and other trainings
- Help managers develop their team members through career pathing
- Maintain training budgets and negotiate contracts
- Lead initiatives to automate the HR processes and workflows. Identify opportunities for automation to enhance efficiency, reduce manual tasks and improve data accuracy.
- Manage performance appraisal systems and provide coaching to managers on performance and career development.
- Oversee HR operations & recruitment functions & partner with the team internally.

**Qualification:**

- Master's degree in HR, Business Administration, or related field. Advanced degree or HR certification (e.g., SHRM-SCP, PHR) preferred.
- 12+ years of HR experience, with expertise in L&D, talent management, employee relations, performance management, talent acquisition and compliance.
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**Skillset Required:**

- Proven ability to manage complex HR issues and lead strategic initiatives.
- Excellent problem-solving skills and a proactive approach.
- Excellent communication and people management skills.

Share CV at: [careers@iexindia.com](mailto:careers@iexindia.com)