

# JZ Payroll Outsourcing & Contract Staffing

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## Senior HR Business Partner

*Strategic Talent Solutions Leader*



### Transform HR Strategy While Building Your Career

Are you ready to shape the future of workforce management? Join JZ Payroll Outsourcing & Contract Staffing, where innovation meets excellence in talent solutions. We're seeking a dynamic Senior HR Business Partner who thrives on strategic challenges and wants to make a measurable impact on business growth.



### Why This Role Matters

In today's rapidly evolving business landscape, our clients depend on us to deliver exceptional talent solutions. As our Senior HR Business Partner, you'll be the strategic architect behind our people initiatives, directly influencing our ability to scale operations, enhance client satisfaction, and drive revenue growth. Your expertise will help us maintain our competitive edge while building a workplace culture that attracts and retains top talent.



### What You'll Accomplish

### Strategic Leadership (60% of role)

- ✓ Partner with senior leadership to align HR strategy with business objectives, directly supporting our goal of 25% annual growth
- ✓ Lead workforce planning initiatives for both internal teams and client contract staffing needs
- ✓ Develop and implement talent acquisition strategies that reduce time-to-fill by 30% while improving quality of hire
- ✓ Design performance management frameworks that increase employee engagement scores by 20%

### Operational Excellence (30% of role)

- ✓ Manage end-to-end recruitment process for 50+ positions annually across multiple client engagements
- ✓ Lead employee relations initiatives, maintaining 95%+ employee satisfaction rates
- ✓ Implement HR technology solutions that streamline payroll outsourcing operations
- ✓ Ensure 100% compliance with labor laws and industry regulations

### Innovation & Growth (10% of role)

- ✓ Research and implement cutting-edge HR technologies including AI-powered recruitment tools
- ✓ Develop learning and development programs that prepare our workforce for future industry demands
- ✓ Lead diversity, equity, and inclusion initiatives that strengthen our employer brand



## What We're Looking For

### Essential Qualifications

- ✓ Master's degree in HR, Business, or related field

- ✓ 5+ years progressive HR experience, preferably in staffing/outsourcing
- ✓ PHR/SHRM-CP certification required
- ✓ Proven track record managing 100+ employee lifecycle processes
- ✓ Experience with HRIS platforms and HR analytics

### Success Indicators

- ✓ Demonstrated ability to reduce turnover by 25%+
- ✓ Experience scaling teams during rapid business growth
- ✓ Strong background in contract staffing or outsourcing industry
- ✓ Track record of implementing HR technology solutions
- ✓ Bilingual capabilities (English + Hindi) preferred

## What We Offer



Competitive salary with performance-based bonuses



Clear career progression to VP of People Operations



Flexible hybrid work arrangement



₹50,000 annual learning and development budget



Comprehensive health insurance for you and family



Stock options in a high-growth company



## Success Metrics (First 90 Days)

- ✓ Complete comprehensive audit of current HR processes and recommend 3-5 strategic improvements

- ✓ Implement streamlined recruitment process reducing average time-to-hire from 21 to 15 days
- ✓ Launch employee engagement initiative achieving 90%+ participation rate
- ✓ Establish strategic partnerships with 3 new talent acquisition channels
- ✓ Create data-driven HR dashboard for leadership team



## Growth Trajectory

This role is designed for ambitious HR professionals seeking rapid career advancement. Within 18 months, the successful candidate will have opportunity to:

- ✓ Lead a team of 3-5 HR professionals
- ✓ Own P&L responsibility for HR operations
- ✓ Represent the company at industry conferences and events
- ✓ Participate in strategic planning sessions with C-suite executives
- ✓ Potentially relocate to lead regional expansion efforts

### Ready to Transform Your HR Career?

Join a company that values innovation, growth, and making a real impact on businesses across India. We're looking for someone who shares our vision of revolutionizing workforce management.

[Apply Now](#)

We are an equal opportunity employer committed to diversity and inclusion. All qualified candidates will receive consideration regardless of race, religion, gender, sexual orientation, age, or disability status.



## Application Process

**Step 1:** Submit your resume with a cover letter explaining why you're the perfect fit for this role

**Step 2:** Complete a strategic HR case study (provided after initial screening)

**Step 3:** Panel interview with leadership team and key stakeholders

**Step 4:** Reference checks and final offer discussion

*Timeline: 2-3 weeks from application to offer. We move quickly for the right candidate!*