

Human Resources

Experienced

Head HR & Admin India - North and Regional Director SA&J

Vision Systems - Samvardhana Motherson Reflectec (SMR) - Noida, India

At Motherson, we're committed to creating long-term jobs and advancing global careers. Featured on TIME's World's Best Companies list, we are a diversified global design, engineering, manufacturing, assembly and logistics specialist, delivering full-system solutions to customers across industries. With a focus on innovation, quality and sustainability, we strive to be a trusted industrialisation partner and an employer that nurtures a diverse, inclusive workplace.

Our Vision Systems division enhances vehicle safety and visibility with high-quality mirrors and advanced camera systems, trusted by major automotive OEMs worldwide. Join us to collaborate with experts, work with cutting-edge technology, and help shape the future of safer, smarter mobility.

What you'll do

- 1. HR Strategy & Leadership
 - Develop and implement HR strategies aligned with business goals.
 - Lead and mentor the HR team; ensure high performance and capability building.
 - Act as a strategic advisor to senior leadership on people related matters.
- 2. Talent Acquisition & Workforce Planning
 - Create workforce plans for future business needs.
 - Oversee recruitment, hiring, and onboarding processes.
 - Build employer branding initiatives for talent attraction.
- 3. Performance Management
 - Design and implement performance management systems.
 - Drive a culture of continuous feedback and high performance.
 - Ensure alignment of KPIs with organizational goals.
- 4. Learning & Development
 - Build capability development frameworks and training calendars.
 - Identify skill gaps and design development plans for employees and leadership.
- 5. Compensation & Benefits
 - Oversee salary structures, payroll processes, incentives, and rewards.
 - Ensure internal equity and market competitiveness.
 - Drive annual appraisal cycles.
- 6. Employee Engagement & Culture Building
 - Implement initiatives to promote a positive and inclusive work culture.
 - Conduct periodic employee satisfaction surveys and action planning.
 - Strengthen communication between management and employees.
- 7. HR Operations & Compliance
 - Ensure adherence to labor laws, POSH, and statutory compliance.
 - Oversee HR policies, employee records, and HRMS implementation.
 - Handle escalations, grievances, and disciplinary processes.
- 8. Organizational Development

What we are looking for

- Software Knowledge required
- SAP
- Success Factor
- Educational Qualifications
- MBA/PGDM in Human Resources (preferred)
- Experience Required: 18 – 25 years (with at least 5 years in a leadership role)

What we offer

- A competitive salary and range of benefits as per company policy
- Be part of worldwide team with very big challenges ahead, which bring huge development opportunities for people with big career goals.
- If you enjoy working in a fast-paced environment then look no further.