



Manager of Human Capital

Location: Delhi NCR, Noida, India

Do you believe that an organization's most valuable asset is its people? Are you ready to use your talent for fostering high-performance teams to restore vision for millions of people in low-income settings across India?

VisionSpring, an international social enterprise, seeks a dynamic manager of human capital to join our human resources (HR) team. S/he will advise and work closely with department heads and managers on matters related to talent management, including competency requirements, workforce planning, training and development, performance management, retention strategies, compensation management, and succession planning. The manager of human capital reports to the director of human resources and is based out of our Delhi NCR office in Noida, India.

ABOUT YOU

- You immerse yourself in the business to understand an organization's human capital fundamentals. In a high-growth environment, you are always planning ahead for effective team development and talent management.
- You maintain close relations with colleagues and keep your finger on the pulse of the organization.
- You are fueled by helping people learn, stretch, and excel. You love to provide the support teams need to get from good to great.
- You are a roll-up-your-sleeves, hands-on team player. To provide the highest-quality service to your colleagues, you are not above doing any task, large or small.
- You set a positive example through practices like punctuality, professionalism, respect, and commitment to work.

ABOUT US

- We are creating access to affordable eyewear, everywhere. Clear vision creates opportunities for increased learning, work, safety, civic participation, and quality of life.
- As a social enterprise, social change motivates us first. Our focus on sales and revenue targets serves and advances our mission objective – to increase functioning, productivity, and income earning potential for our low-income consumers by correcting refractive error with eyeglasses.
- We are working to transform the systemic dysfunction of an optical market that has failed to deliver eyeglasses – a 700-year-old technology – to 2.5 billion consumers in need of vision correction, most of whom live on less than \$4 a day.

- We serve low-income consumers, not as beneficiaries but as customers. Our customers expect a high quality and affordable product, and they will spend limited discretionary income for the immediate and tangible benefits of vision correction.
- By selling eyeglasses, we awaken new demand and seed a viable market. By selling new eyeglasses, we are able to serve four times as many people per dollar input than the alternative of donating recycled ones. To efficiently scale, we must deliver each new unit with lower cost.
- We run our business on both sales metrics and social impact measures. We exploit a range of organizational forms and practices to get the job done.
- We believe in scaling our impact, not our organization. We are a lean team of doers.

WHAT YOU'LL DO

Human Capital & Succession Planning

- Assist the director of human resources in building a succession plan to identify the internal talent with significant potential to be VisionSpring's future leaders, and identify areas of the business where the human capital pipeline needs strengthening.
- Identify and deploy critical learning solutions to equip internal talent with the skills they need to succeed in future positions.
- Examine and improve the talent management process, implementing strategies for increasing employee performance and retention.
- Work closely with department heads to adopt and implement the talent management and succession programs, creating individual development plans for staff and teams.
- Focus on leadership and management development solutions with the aim to support both individual growth and team dynamics.
- Periodically update the organizational chart and prepare reports to track key metrics for HR operations.

Performance Management and Measurement

- Partner with department heads to lead confirmation reviews for new hires, and mid-year and annual performance reviews for all staff.
- Ensure end-to-end completion of the performance evaluation process, including announcements and documentation of individual performance ratings, goals, and key performance indicators.
- Implement new technology tools to evaluate employee performance.
- Implement HR programs, promotions, and rewards and recognition as per timelines.
- Integrate data from performance and talent management programs and tools into broader workforce analytics projects in order to drive insights and improve human capital planning.

Talent Development and Management

- Work with departments heads and managers to determine individual staff and departmental training and development needs.

- Make recommendations on organizational training priorities and develop an annual training calendar to execute on those priorities.
- Research the services provided by external training programs and consultants, present the best options to department heads and managers, and assist them with the selection and contracting of appropriate training providers.
- Coordinate the successful delivery of VisionSpring's training programs, including preparation, day-of tasks, and follow up with participants for feedback.
- Assist with the development of VisionSpring's training budget, monitor training spending, and maintain staff training records.

Compensation Planning and Management

- Assist director of human resources in creating compensation guidelines and developing optimum pay levels and incentive/bonus plans for all positions based on factors such as location, experience, tasks, and skills.
- Benchmark compensation packages, statutory requirements, and obligations of employment contracts. Suggest changes in the compensation structure and pay levels to ensure internal and external pay equity and to acquire and retain top talent.
- Provide feedback, advice, and recommendations on the benefits plan, and help ensure fair and consistent administration of compensation practices throughout the organization.

WHAT'S REQUIRED

- Master's degree in human resources.
- 8 - 10 years of professional experience across HR functions, including training and staff development, succession planning, retention programs, and compensation management.
- Must meet the highest standards of ethics and personal integrity, with a demonstrated capacity for discretion and for handling confidential information with care.
- Highly organized and detail oriented, with great problem-solving skills.
- Excellent communication skills in English and Hindi.
- Willingness to travel, as needed, to locations within India.

COMPENSATION

- Salary based on experience and education.
- Exciting performance incentives.
- VisionSpring offers competitive benefits, including health insurance and generous vacation time.



TO APPLY

- We want to know more than just what you have done. We want to know who you are. What are the passions and talents that draw you to this role?
- Please submit an application, including a thoughtful cover letter and CV, to: hr.india@visionspring.org. Please assure there is a short description of each company or organization on your CV. Include your last name and “Manager of Human Capital” in the subject line.
- Please note, only candidates to be interviewed will be contacted.
- VisionSpring is an Equal Opportunity Employer.