

Are you ready to be part of a dynamic asset management company?

At Carnelian Asset Management & Advisors, we provide a platform to innovate and grow.

You will thrive at Carnelian if you are:

- Self-driven
- Ambitious
- Out-of-the-box thinker
- Team Player
- Adaptable
- Customer focussed

About us:

We are a fast-growing Asset Management firm headquartered in Mumbai having multiple offices in the country. We manage over USD 1 bn in assets across several PMS & AIFs and Offshore funds. We specialise in Indian equity investments for HNIs, Family Offices, Institutions, and Partners' capital. Carnelian works with a varied range of wealth partners such as 360 One, Nuvama, Julius Baer, Barclays, ICICI Bank, HDFC Bank, Axis Bank, ASK Wealth and many more. The company is known for its values, expertise, and best practices, focussing on quality investments at a reasonable price and risk diversification through forensic analysis.

Our Offerings Include:

- Category III Alternative Investment Funds
- Portfolio Management Services
- Advisory Services for Domestic and Global Investors
- Registered Fund Management Entity in IFSC GIFT

About The Job:

Head – Human Resources

Job Overview:

We are seeking an experienced and strategic Head of Human Resources to lead our HR function in Mumbai. The ideal candidate will be a seasoned HR professional with a proven track record in talent management, organizational development, and fostering a high-performance culture in the financial services or asset management industry. This

role will play a critical part in attracting, retaining, and developing top talent to support Carnelian's ambitious growth objectives.

Key Responsibilities:

- Strategic HR Leadership: Develop and implement a comprehensive HR strategy aligned with Carnelian's business goals, fostering a culture of innovation, collaboration, and excellence.
- Talent Acquisition: Oversee end-to-end recruitment processes to attract top-tier talent, particularly for sales, investment, and operations roles, ensuring a robust pipeline of candidates.
- Employee Engagement & Retention: Design and execute initiatives to enhance employee engagement, satisfaction, and retention, including employee wellness programs and career development frameworks.
- Performance Management: Implement performance management systems to drive accountability, goal-setting, and continuous improvement across the organization.
- Learning & Development: Develop training and leadership development programs to build capabilities and prepare employees for future roles.
- Compensation & Benefits: Design and manage competitive compensation structures, including performance-based incentives, in line with industry standards and regulatory requirements.
- Compliance & Policies: Ensure HR policies and practices comply with Indian labor laws, SEBI regulations (where applicable), and industry best practices.
- Organizational Development: Drive initiatives to enhance organizational structure, succession planning, and change management to support business scalability.
- Employee Relations: Act as a trusted advisor to leadership and employees, managing conflict resolution, grievance handling, and fostering a positive workplace culture.
- HR Analytics & Reporting: Leverage HR metrics and analytics to provide insights to the leadership team on workforce trends, productivity, and talent needs.

Qualifications & Skills:

- Education: MBA or master's degree in human resources, Business Administration, or a related field from a reputed institute.

- Experience: Minimum of 15-25 years of progressive HR experience, with at least 8 years in a senior HR leadership role, preferably in asset management, wealth management, or financial services.
- Track Record: Proven success in building HR functions, driving talent strategies, and supporting organizational growth in a competitive industry.
- Skills:
 - Strategic thinker with strong business acumen and alignment with organizational goals.
 - Exceptional leadership, communication, and stakeholder management skills.
 - Expertise in talent acquisition, employee engagement, and performance management.
 - Proficiency in HR systems, analytics, and modern HR tools.
 - Ability to navigate complex employee relations and foster a positive culture.
- Regulatory Knowledge: Familiarity with Indian labor laws, compliance requirements, and SEBI regulations relevant to financial services.
- Location: Mumbai.

Why Join Carnelian Asset Management?

- Opportunity to shape the HR function of a fast-growing, innovative asset management firm.
- Collaborate with a passionate and experienced leadership team.
- Be part of a firm that values integrity, innovation, and a people-first approach.

Are you ready to make a difference?

Send your CV to "hr@carneliancapital.co.in" and join the Carnelian family.