

KUMAR ARCHIT

Global HR Leader | IT & GCC Specialist | HR Transformation | Organization Development

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20+ Yrs

HR Leadership

12+ Yrs

Leadership, Business Partnering &
Executive Advisory

0 → 250

GCC Built & Scaled

Multi-Country

APAC · Africa · Middle East

EXECUTIVE SUMMARY

- **20+ years as a hands-on HRBP and HR leader** driving talent strategy, change management and organizational transformation across Fortune 500 companies, GCCs, high-growth technology firms, family-driven manufacturing enterprises and startups.
- Built **HR structures ground-up and led Culture transformation** for small-to-large, geographically dispersed workforces; owned HR budgets while optimizing workforce cost.
- Deep cross-industry exposure — **IT/Technology, GCCs, e-Commerce, Electronics R&D, Manufacturing and Port Operations** — with experience in hiring experience across **USA, APAC, Middle East and Africa** and **HR interventions in SEA Countries**.
- **Certified PoSH Trainer** (12+ yrs establishing compliance)

IT & GCC EXPERIENCE HIGHLIGHTS

- Founded and scaled Omnicom Media Group's **Ad-Tech, Mar-Tech & Retail Media GCC from 0 to 250 employees** — Engineering, Analytics, Forecasting, Customer Ops and Reporting.
- **Unified HR framework & Culture** across 3 subsidiaries of OSI Systems — **Electronics R&D, Captive IT & Captive BPO**.
- Cross-sector technology exposure: **IT Consulting, GDC, Product Engineering and Industrial IoT** — including building an Industrial IoT business from concept to execution.
- **Advisory & HR consulting** to software product startups (Mumbai, Pune, Noida based) and an IT consulting firm (Hyderabad) during transition engagements.
- Rolled out **SAP SuccessFactors** and **HR analytics dashboards** pan-India; hands-on with **Leena.AI tool for Employee Engagement**.
- Had been **HRBP for GCC of World's largest Self-service tech** company and **rich Recruiting experience at Fujitsu Consulting** (both Fortune 500 companies).

PROFESSIONAL EXPERIENCE & KEY CONTRIBUTIONS

Omnicom Media Group (Fortune 500) | Bengaluru, Karnataka

Jan 2024 – May 2026

Senior Associate Director

- Mentored and coached business managers; served as advisory partner to business leaders across the GCC.
- Drove organization culture initiatives delivering the highest employee Trust Score org-wide; contributed to GPTW certification.
- Implemented DEI initiatives across hiring and employee resource groups.

Jindal Aluminium Ltd | Bengaluru, Karnataka

Jan 2022 – Sep 2022

CHRO – Group Role

- Led HR & Admin for all group companies: Metals Processing, Hospitals & Healthcare and Educational (K+10) Institutions.
- **Built an Industrial IOT business** by aligning HR vision with organizational goals; **hired CTO, Program Managers and the core team**.

Ocean Sparkle Ltd | Hyderabad, Telangana

Jun 2018 – Feb 2021

AVP – HR & Admin

- **Led HR automation — developed the HRIS and established Payroll Analytics**.
- Consolidated payroll for 4 manpower categories, each governed by separate labour laws.
- Steered through pre-IPO and pre-merger audits; resolved labour union issues at Tamil Nadu ports via tripartite discussion.

Shahi Exports Pvt. Ltd. | Shivamogga, Karnataka

Aug 2017 – Mar 2018

GM – HR & Admin

- Led HR for 4 factories (Spinning, Knitting, Dyeing, Processing) plus 1 Weaving factory at **greenfield stage**.
- Strategized and restructured HR in sync with contemporary business needs; introduced OD interventions and formalized L&D.
- Negotiated with agitating labour groups and resumed operations within hours after a 20+ hour halt.

Director – HR & Admin

- Established the HR function for the largest FMCG producer in Central Africa; Sales HR for Product launches.
- Hired key positions including CXOs and Food Scientists; managed expatriate mobility and evacuation planning.

OSI Systems (NASDAQ: OSIS) | Hyderabad, Telangana

Jan 2012 – Apr 2015

Head – HR & Admin

- **Led HR & Admin and build a unified culture for 3 subsidiaries** — Electronics R&D, Captive BPO, Captive IT and Components Assembling (mfg.) — under a single unified HR framework.
- Cleared USFDA audit for the medical devices assembling unit; matrix-reported to the Board and 5 global leaders.
- Driven enterprise-wide KPIs and performance management.

EARLY EMPLOYMENTS

- **NCR Corporation (Fortune 500), Delhi region** — HRBP / HR Manager | May 2007 – Dec 2011
- **Fujitsu Consulting (Fortune 500), Delhi region** — Senior Executive, Recruitment | Jan 2004 – May 2007
- **Auriga Information Systems (startup), Lucknow** — Manager, HR | Apr 2001 – Oct 2003

CONSULTING ENGAGEMENTS DURING JOB TRANSITION

- HR Consultant — Real Estate & IT Consulting | Oct 2022 – Dec 2023
- Business & HR Consultant — Gaming & three IT Product Startups | Apr 2021 – Dec 2021

KEY ACHIEVEMENTS

- Recognized as **“Most Impactful Talent Champion”** at the L&D World Summit.
- **HR cost optimization of \$100k** for an FMCG business.
- **Contained attrition at 15–18%** through proactive interventions.
- **Hired CXOs and business leaders** for existing and new businesses; drove talent management interventions across SEA.
- **Panellist Judge — HR Award, FTCCI, Telangana**; served on the APAC Award Panel of a Fortune 500 company.
- **Resolved critical non-HR business problems**, including **restoring a halted production lines**.

EDUCATION

- Executive Management Development Program — XLRI, 2022
- Post Graduate in Management — IFIM (now JAGSoM), Bengaluru, 1998
- Graduation — Lucknow Christian College, University of Lucknow, 1995

CERTIFICATIONS

- Leadership Training (Dale Carnegie), 2025
- PoSH Trainer (ISTD), 2023
- NLP Practitioner (The Mind Masters), 2021
- Compensation & Benefits Certification (FTCCI), 2020
- Internal Auditor (IR Academy), 2019

TOOLS & PLATFORMS — USER EXPERIENCE

- **AI:** Leena.AI for Employee Engagement and HR Operations
- **HCM / HRIS:** SAP HCM, PeopleSoft, SAGE Premier, DarwinBox
- **Goals & Performance Mgmt.:** SAP SuccessFactors, DarwinBox
- **ATS:** Taleo, iCIMS
- **Analytics:** Power BI HR Analytics
- **Payroll:** Ascent, SAGE