

ZOOM Communications Private Limited

www.zoomcom.tv

About the Company:

ZOOM Communications is South Asia's largest Outdoor Broadcast Systems, Solutions, Services & Integration Company with clientele across Sports, Media, Entertainment and the Public Sector. Incorporated in 1989, ZOOM has successfully executed in entirely or partially projects in twenty-two countries, including but not limited to the FIFA U-17 World Cup, Asian Games, Commonwealth Games, Winter Olympics, FIFA, IPL, WPL, ISL, National Games, Khelo India Games, Big Boss, Indian Idol, Survivor, Deal or No Deal, G20, Maha Kumbh Mela and the Ayodhya Temple opening. We have built and integrated studios for India's leading news channels, as well as undertaken turnkey Systems Integration projects. ZOOM has had a presence in most Summer and Winter sports in India and globally. Similarly, we have had a significant presence in prestigious entertainment and cultural events across India for over a decade.

ZOOM is now on a high growth trajectory including in the existing Media Services vertical and soon to begin pre ops in two different verticals – one in Omnichannel retail (Petcare) and the other in a high-end B to G segment.

Role Overview:

Group Chief People Officer (GCPO)

With ZOOM's expanding footprint across Media Services and soon to be launched Security/Surveillance/Defense Solutions and Consumer Retail (Petcare) ventures, we are seeking to hire a transformational GCPO to lead The People Agenda. The applicant should have prior industry experience including a sharp focus on Consumer Retail, for no less than 20+ years including at least 5 years in the senior most leadership role. The GCPO will need to drive enterprise-wide transformation across people strategy, culture, as part of a leadership team to support sustainable growth and organizational excellence. The GCPO shall work cross functionally with other CXOs and senior team members of individual companies of the Group as well as at the Group level.

Key Responsibility Areas:

- Serve as a trusted advisor to the Executive Team and Board, ensuring the HR strategy supports overall business objectives and growth across all business lines with specific emphasis on Media Services and Consumer Retail verticals (neither of the two verticals are

connected)

- Spearhead DE&I strategies, enhance an inclusive workplace culture harnessing the power and perspectives of a diverse workforce, largely young and rooted in Indian realities. All verticals are services companies
- Integrate DE&I principles across the entire talent pool – while scaling up workforce efficiencies through building best talent, policies, measurable goals, and data driven interventions
- Shaping the organizational culture and driving large-scale change management and transformation initiatives, particularly ensuring digital and AI integration
- Lead and drive organizational design initiatives which optimize productivity, strengthen operational efficiency and enhance overall organization performance through ceaseless out of box thinking
- Mentor and Coach - HR and other Business leaders across business units to embed a leadership development framework aligned with the needs of a diversified, multi-business enterprise. Mentoring and building the Zoom culture that eventually becomes embedded across the organization
- Lead HR due diligence for domestic and cross-border M&A transactions, ensuring international market entry and scaling with robust people, governance and compliance frameworks
- Define and lead a future focused learning and development strategy aligned with business priorities, ensuring continuous upskilling and reskilling of the workforce
- Identify critical future skills and design targeted programs to build digital, functional and leadership capabilities for the organization
- Strengthen group-wide HR governance policies and compliance frameworks

Ideal candidate will: (Diversity Candidate)

- Have 20 + Years experience, with a substantive period of it in consumer retail and services industry and at least 5 years in the top leadership role
- Have an MBA in HR from a Tier 1 Institute (mandatory)
- Be an undergraduate in Engineering in ECE /CS (preferred), strong understanding of tech and deep experience and interest in HR tech
- Have a proven and verifiable track record of implementing and optimizing multi-level HR practices, transformation journeys, change management and organizational design initiatives
- Have some experience in organizational consulting at a top tier management consulting firm
- Be a leader who has operated at scale, complexity and velocity, with proven exposure to M&A, international expansion and group-wide governance in various services industries
- Have been in the top leadership position in HR with a minimum period of 5 years

Location: Gurugram

(The candidate should be based in Gurugram or willing to relocate to Gurugram)

Time Line for Joining: Immediate

You should apply only:

- If you have the passion to put in everything to achieve the objectives mentioned above
- If you can champion the entrepreneurial HR agenda by making bold, data backed people decisions which balance risk and innovation to unlock business growth, redefine old school HR and other boundaries.
- If you are highly people centric, empathetic and able to serve as a credible intellectual partner to the board.

If you fit into all of the above, please share your profile to - career@zoomcom.tv. Please do NOT share your profile if you have already applied for this position.

Please ensure your profile is not more than 800-850 words and does NOT exceed 2 pages.