



NATIONAL LAW SCHOOL OF INDIA UNIVERSITY

NAGARBHAVI, BANGALORE-560 242

Notification No. 12 /2022 dated 18/05/2022

Advertisement for the position of Chief People Officer

The National Law School of India University (NLSIU) was established in 1987 to be a pioneer in legal education. Over the last three decades the University has consistently been the undoubted leader in legal education and research in India and ranked **First** among Law Universities in the National Institute Ranking Framework for the last four years.

The University is committed to building on its legacy to become a leading Asian and Global law school in the next decade. We aim to build a professional and responsive University administration to be led by a well-qualified and highly motivated **CHIEF PEOPLE OFFICER (CPO)**. Sound judgement under pressure, the ability to think laterally and creatively within a challenging and complex environment, and the intellectual capacity and strength of character to drive forward the University's agenda are essential attributes. A sound appreciation of the academic environment and ability to operate effectively within a complex and nuanced decision-making context are also important.

The University accordingly invites online applications from qualified **Human Resources professionals** for the full-time post based in Bangalore of **Chief People Officer**. The details are as under:

A. Job Description

S. No.	Post	Chief People Officer (01 vacancy)
1.	Pay Structure	Level 12/13/14 as per the VII th CPC based on the qualifications and experience of the candidate.
2.	Tenure	Permanent basis till the age of superannuation i.e. 60 years, subject to confirmation after the satisfactory completion of one year's probation.
3.	Essential Qualifications	Post Graduate degree in any discipline with aggregate 60% marks. <i>Provided</i> , for candidates with benchmark disabilities, the minimum aggregate mark is 55%.
4.	Desirable Qualifications	(i) Post Graduate Degree in Human Resources or a related field; (ii) Relevant experience in an academic environment; (iii) Knowledge of Change Management.

<p>5.</p>	<p>Essential Experience and Skills</p>	<ul style="list-style-type: none"> (iv) A minimum of ten (10) years in human resources, administrative or management roles; (v) Exposure and understanding of different aspects of the human resource lifecycle spanning talent acquisition, talent management, talent development, policies and processes; (vi) Ability to develop clear and fair employment policies; (vii) Good knowledge of labour laws, disability laws, Prevention of Sexual Harassment law and policy; (viii) Hands-on knowledge of HRMS; (ix) Fluency in written and oral English communication with excellent drafting, formulation and reporting skills; (x) High intellectual capacity and excellent judgement; (xi) Leadership skills, with steadfast resolve and personal integrity; (xii) Ability to diagnose problems quickly and have foresight into potential issues; (xiii) The ability to work in partnership with academic colleagues and to be comfortable working in an academic environment; (xiv) Influencing skills, including negotiating, and being persuasive, orally and in writing; (xv) Excellent knowledge of Office software, Google documents and Email application.
<p>6.</p>	<p>Roles and Responsibilities</p>	<p>The Chief People Officer will closely work report to the University’s Registrar.</p> <p>The Chief People Officer will be responsible for undertaking the following tasks:</p> <ul style="list-style-type: none"> • Managing and enhancing end-to-end HR processes in an academic setting in a growth phase and enabling the transition from manual systems to HRMS; • Working closely with the leadership team to plan, design, implement and evaluate an organisational structure and put in place clear job descriptions and reporting structures. • Introducing and streamlining HR policies, programmes and processes; charting a clear communication plan for these changes. • Stakeholder management - managing and partnering with internal and external partners to drive key initiatives/plans; • Driving employee engagement initiatives across the organization; ensuring “people” are central to decisions and policies.

		<ul style="list-style-type: none"> • Monitoring internal HR systems and databases; • Introducing processes and mechanisms for a high-performance work ethic • Monitoring and ensuring compliance with labour law and other statutory requirements. • Maintaining and build trusted relationships with employees (current and future), key customers, business partners and stakeholders.
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B. Selection Process

1. Selection will take place in two parts. In Part 1, candidates will be shortlisted in a 1:6 ratio on review of their applications as against the number of vacancies for the Interview round (Part 2). In Part 2, the Interview Selection Panel shall score candidates out of a total of 50 marks for selection to the posts.
2. Candidates holding a contractual position in the University as of the last date of application for this post shall be eligible and entitled to apply. They shall be eligible for the following concessions:
 - a. Notwithstanding the shortlisting ratio of 1:6, candidates shall be shortlisted for the interview stage, subject to meeting the essential educational qualifications and minimum years of work experience.
 - b. In Part 2, candidates will be awarded **0.3** additional marks per year of continuous service at NLSIU up to a **maximum of 3 (Three) marks**.

C. General Conditions

1. The prescribed essential qualifications/experience indicated are the bare minimum required for the role. Mere possession of these qualifications/experience will not entitle the candidate(s) to be called for an interview.
2. The qualifications prescribed in the table above should have been obtained from recognized Universities/ Institutions.
3. Candidates shall have to produce original documents at the time of interview.
4. Where the number of applications received in response to this advertisement is large and it may not be convenient or possible for NLSIU to interview all the candidates, NLSIU reserves the right to restrict the number of candidates to be called for interview to a reasonable limit.
5. Candidates serving in Government/ Public Sector Undertakings (including Boards/ Autonomous Bodies) are required to submit their 'No objection Certificate' from their current employer at the time of interview, if not submitted earlier.
6. No correspondence whatsoever will be entertained from candidates regarding the conduct or result of interview and reasons for not being called for interview.
7. Canvassing in any form/bringing in any influence political or otherwise will be treated as a disqualification for the Post.
8. NLSIU reserves the right of not filling the post advertised.
9. If information given in an application is found to be incorrect/false, at any stage, the Candidature is liable to be cancelled and any appointment made is also liable to be terminated.

10. National Law School of India University is an equal opportunity employer and we value diversity at our institution.
11. Last date for submission of the application is **25th May, 2022.**
12. The shortlisted candidates will be intimated through email.

Interested individuals are requested to fill in the Application Form on the website (www.nls.ac.in) and upload their CV and supporting certificates on or before **5.00pm on 25th May, 2022.**

For any clarifications in this regard, you may contact the University at the following numbers:

Name of the Contact Persons: Ms. Savithri

Phone : 080-23160537/23213160/23010000

Email: recruitment@nls.ac.in

Bangalore

REGISTRAR

18th May, 2022