



Join a high-performing group with a purpose:
to grow a safer, cleaner, healthier future
for everyone, every day.

We are hiring for **Specialist -Talent Engagement** in **Halma India**

Location	Business Unit	Report to
Bengaluru	Halma Core	Lead – Talent Engagement

About us

Halma is a global group of life-saving technologies companies, driven by a clear purpose. We are an FTSE 100 company with headquarters in the UK and operations in 23 countries, including regional hubs in India, China, Brazil, and the US

Our diverse group of nearly 50 global companies specialise in market leading technologies that push the boundaries of science and technology.

For over 50 years, the combination of our purpose, strategy, people, DNA and sustainable business model has resulted in **record long-term growth in revenues and profits and an increase in dividend by ≥ 5% every year**– an achievement unrivalled by any company listed on the London Stock Exchange.

Halma India fulfils the potential of the region by harnessing the diverse talents, expertise, infrastructure, and operational

We have a team of over 250 professionals representing commercial, digital and support functions across our seven offices in India, two in Bengaluru and one each in Delhi, Mumbai, Thanjavur, Vadodara, and Ahmedabad.

HALMA INDIA IS CERTIFIED AS A GREAT PLACE TO WORK.

Here's why working with us is fulfilling:

We offer a safe and respectful workplace, where everyone can be who they 'REALLY' are, feel free to bring their whole selves to work and use their unique talents, knowledge, expertise, experiences, & backgrounds to create meaningful outcomes.

We nurture entrepreneurial spirits and empower them to think beyond the possibilities, to discover, shape and build their own unique stories. Our diverse businesses and operations provide fulfilling opportunities to grow as individuals and make an impact.

We are simple, humble and approachable, and we believe in leadership at all levels to bring our purpose to life. Everyone at Halma India makes an impact, and so do you when you join us!

Halma India is an equal opportunity employer, which means the base of our recruitment decisions is always on skills, competencies, attitudes, and values. We are committed to hiring from diverse backgrounds without regard to age, ethnicity, religion, marital status, disability status, sex, gender identity, or sexual orientation.





Detailed job description

Position Objective (The purpose of role in current business/market scenario)	<p>Halma India provides support for infrastructure, statutory compliance, and the operational environment for group companies to start up and grow their business operations in India.</p> <p>This position will be responsible for providing support in talent and culture-related activities within Halma India, in the areas of talent engagement, culture building, and employee-related initiatives and engagement activities.</p>
Responsibilities (KRAs / deliverables / job expectations)	<ul style="list-style-type: none"> • Initiate, plan, and own the annual calendar of employee engagement activities, including events, sports, celebrations, and cultural programs. • Conduct and be responsible for the quality of internal HR initiatives and organization-wide initiatives at regular intervals. Create and manage metrics around the success of each of the initiatives. • Initiate and execute employee wellbeing programs based on the feedback and research within the organisational need. • Ideate and execute the annual employee awards and recognition program, ensuring all initiatives are relevant and engaging to the theme. • Maintain the analytics and metrics for Talent Engagement initiatives at defined intervals. • Maintain engagement with the employees during the initiatives.
Critical Success factors (critical / high impact aspects of role)	<ul style="list-style-type: none"> • Ability to track, analyze, and report on the effectiveness of engagement and wellbeing initiatives. • Success in building partnerships with different cross-functional teams to support and participate in initiatives.
Academic qualification	<ul style="list-style-type: none"> • Graduation in any field and PG/MBA in Human Resources. Familiarity or study in psychology would be an added advantage
Experience (exposure)	<ul style="list-style-type: none"> • Total Experience of 5 to 7 years • Experience in multinational company. • Proven track record of having creativity, employee related initiatives, engagement with the employees, and successful execution of organizational events and managing the same across locations.
Competencies (fundamental skills and attitudes)	<ul style="list-style-type: none"> • Creativity • Strong Inter-personal skills • Stakeholder Management & Influence • Planning and organising skills • Vendor & Budget Management • Flexibility

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- Confidentiality
- Quality and detailed oriented
- Mature and good emotional quotient
- Ability to energise others

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