

General Manager – Human Resources

Organisation: Satyarthi Movement for Global Compassion (SMGC)

Location: New Delhi, India

Reports to: Chief Operating Officer

Type: Full-time

Application deadline: 15th December 2025

About SMGC

Founded by Nobel Peace Laureate Kailash Satyarthi, SMGC is a global movement advancing Compassion as a practical force for justice, equality, peace, and sustainability. We build compassionate leaders and communities, and mobilize multi-sector partnerships to translate Compassion into transformation at scale. For us, Compassion is mindful problem-solving.

Our Verticals:

- **Ignite:** Fostering compassion through learning and leadership programmes anchored in the Satyarthi Compassion Quotient™, with a focus on systemic and sustainable problem-solving.
- **Impact:** Catalysing grassroots transformation by empowering children, youth, and women, with a focus on democratic participation and collective action.
- **Inspire:** Driving meaningful dialogue through conferences and conversations with Nobel Laureates, changemakers, thought leaders, and community voices from across the globe.

Role Overview - Satyarthi Movement for Global Compassion is seeking a General Manager - Human Resource to lead and oversee the entire Human Resources department. This person will be responsible for developing and implementing HR policies, ensuring compliance, and nurturing a positive work environment. General Manager - Human Resource will lead a dedicated team, driving employee engagement, productivity, well-being and will play an instrumental role in fostering a culture of compassion at SMGC.

Key Responsibilities:

1. Strategic HR Leadership:

- Lead talent management strategies that align with the organization's culture, values, and goals.
- Collaborate with senior management to drive organizational culture and employee engagement.
- Develop HR strategies that support employee professional growth.
- Develop and execute best practices for hiring and onboarding.

- Design and implement competitive compensation and benefits strategies.

2. Employee Relations and Performance Management:

- Implement and oversee performance evaluation systems and employee development programs.
- Lead employee relations initiatives to maintain a positive work environment and high engagement levels.
- Ensure timely completion of the annual performance review process and adherence to timelines for all staff.

3. Policy Development and Implementation:

- Plan, lead, develop, coordinate and implement policy, processes, training initiatives, and surveys to support the organization's human resource strategy and compliance needs.

4. Training and Development:

- Drive organizational development initiatives, including change management and culture enhancement programs.
- Develop and champion diversity and inclusion initiatives across the organization.

5. Payroll & HR Compliance:

- Ensure compliance with labour laws and regulations, overseeing all HR operations including payroll and benefits administration.
- Maintain knowledge of trends, best practices, regulatory changes and new technologies in human resource, talent management and employment law.

6. Reporting and Analytics:

- Continuously review the organizational structure and relevant operating models to align these with the overall program strategy and organisation design principles.
- Use all available data to assess effectiveness, demonstrating proactively in surfacing and securing resolution to points of misalignment.

Qualification & Experience:

- Bachelor's degree in Human Resources, Business Administration, or related field; Master's degree preferred
- 12 -15 years of HR experience with at least 5+ years in a managerial or leadership role.

Skills and competencies required:

- In-depth knowledge of HR laws, regulations, and best practices
- Strong interpersonal and communication skills
- Strategic thinker with the ability to align HR initiatives with organisational objectives
- Ability to lead and collaborate with diverse teams

- Exceptional organizational and problem-solving abilities

How to Apply

1. Apply via **Google Form** - <https://forms.gle/hktrQYn7t1KHCjqW6>
2. Email recruitment@satyarthimovement.org

Requirements

- CV
- Cover letter (max 2 pages)