

DEBLINA CHAKRABORTY

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SUMMARY

Dedicated and results-driven HR professional with more than 2 years of progressive experience at JSW BPSL, currently working as Assistant Manager – HR. Specialised in Talent Acquisition, and GET & DAT lifecycle management.

Proven ability in strategic workforce planning, organizational structuring, manpower planning, and performance management systems. Proficient in HR analytics, dashboard creation, and data visualisation for decision-making support. Adept at designing and implementing employee engagement initiatives and driving end-to-end talent development strategies aligned with business objectives

WORK EXPERIENCE

JSW BPSL, Sambalpur

July 2023 - Present

Talent Acquisition

- Led full-cycle recruitment across Entry to Senior Management for domestic.
- Partnered with senior stakeholders (Line Managers, HODs, COO, Director) to conduct interviews and ensure strategic alignment in hiring decisions.
- Negotiated market-aligned compensation packages and managed offer rollout and onboarding (LOIs, joining formalities, pre-employment documentation) with high offer acceptance rates.
- Developed and maintained recruitment MIS, dashboards, and analytics to track KPIs, analyse hiring trends, and enable data-driven decisions.
- Drafted and finalised job descriptions for O&M, project-based, technical, and leadership roles, aligned with business requirements.
- Achieved cost optimisation in hiring through internal redeployment, talent mobility, and optimised use of job portals and vendors.
- Executed campus hiring, walk-in drives, and job fairs, strengthening the talent pipeline and increasing candidate throughput by 30%; conducted psychometric assessments and reference checks to ensure quality hires.
- Coordinated GET and DAT recruitment drives, including campus hiring, selection, and induction planning.

Learning & Development

- Designed, implemented, and managed comprehensive training programs to enhance skills and competencies across departments.
- Led onboarding and induction programs for Graduate Engineer Trainees (GET) and Diploma Apprentice Trainees (DAT), ensuring structured orientation, functional exposure, and early engagement.
- Collaborated with department heads to identify training needs and create targeted learning roadmaps.
- Evaluated training effectiveness through participant feedback and performance metrics, ensuring ongoing program enhancement.

Organisational Design & Workforce Planning

- Contributed to the development and optimisation of organisational structures to support evolving business strategies and improve operational efficiency.
- Participated in strategic workforce planning and manpower forecasting to ensure alignment of talent supply with business needs.

HR Analytics & Dashboarding

- Developed and maintained interactive dashboards to track key HR metrics including L&D progress, recruitment data, and engagement indicators.
- Supported decision-making through analysis of trends in employee performance, engagement, and talent development.

EDUCATION

Bachelor of Technology in Production Engineering

Aug 2019 - Aug 2023

Veer Surendra Sai University of Technology - 9.39 CGPA

Intermediate

June 2017 - June 2019

Delhi Public School - 77.4%

Matriculation

May 2017

D.A.V Public School - 10 CGPA

ADDITIONAL INFORMATION

- **Key Skills:** Training program design, curriculum development, workshop facilitation, training needs analysis, training effectiveness evaluation, organisational structure development, performance management systems, employee engagement initiatives, talent pipeline development, GET & DAT lifecycle management, onboarding & induction, job rotation, promotion and salary revision coordination, workforce planning, manpower budgeting, HR analytics, dashboard creation, data-driven decision making, data visualisation (Power BI, Looker Studio), learning management systems (LMS), Microsoft Office Suite (Excel, PowerPoint, Word)
- **Languages:** English, Hindi, Bengali, Odia
- **Awards/Activities:**
 - Awarded the University Gold Medal for Best Graduate in Production Engineering, conferred by the Hon'ble President of India for academic excellence.
 - Recognized by JSW BPSL with an award for Exemplary Academic Performance during onboarding