FOUNDER · SENIOR HR LEADER · INDEPENDENT HR CONSULTANT

Narahari Gangavarapu

Building HR Functions. Scaling Organisations. Transforming People Operations.



Nearly 15 years | End-to-end HR | India & international work exposure

Hyderabad, India | nhari97@gmail.com | +91 91000 31986

linkedin.com/in/narahari-gangavarapu

EXECUTIVE SUMMARY

Senior HR professional and founder with nearly 15 years of progressive experience building, scaling, operating and transforming HR functions across manufacturing, engineering/construction, pharmaceutical services, technology/startups and independent HR consulting. Hands-on across workforce planning, organisation design, recruitment, employee lifecycle, PMS, payroll, statutory compliance, HRIS, employee relations and HR governance.

0 → 1	900+	600+	50%
HR BUILT	SCALE SUPPORTED	PAYROLL SCOPE	FASTER CYCLE

SELECTED LEADERSHIP OUTCOMES

- **Built HR from zero:** Joined Jasti Bio Pharma as its first and only HR professional, reporting directly to the MD, and supported growth from three founding leaders to approximately 280 people.
- **Scaled people operations:** Supported growth from ~200 to 900+ across three entities and Hyderabad, Bengaluru and Mumbai, including third-party workforce.
- **Led payroll and team delivery:** Owned payroll for more than 600 employees and managed three direct HR/payroll team members.
- **Improved HR systems:** Led HRIS implementation and adoption, reducing the payroll processing cycle from ~8 to 4 days.
- **Strengthened governance:** Developed policies, PMS, grievance processes, contractor controls, HR reporting, audits and statutory processes.

DIRECT SECTOR EXPERIENCE

Manufacturing · **Engineering & construction (Oman)** · **Pharmaceutical services & clinical research** · **IT/startups** · **HR and payroll consulting**. Additional banking/NBFC client and recruitment-domain exposure (not direct banking employment).

Experience & Capabilities

BUILD · SCALE · TRANSFORM · GOVERN

CAREER TIMELINE

2025–2026

Founder — SN HR & Payroll Services

Co-founded independent practice; client engagement, HR operations, payroll processing/support, compliance advisory and process improvement.

2022–2025

Manager – HR Operations — Rapidue Technologies / Recykal

Supported 900+ workforce scale, multi-entity HR, 600+ payroll, HRIS-led transformation and three-person HR/payroll team.

2017–2022

Assistant Manager – Operations — Jasti Bio Pharma

First HR professional; built policies, recruitment, PMS, organisation structures, employee relations and statutory processes.

2015–2017

HR Assistant — Al Wataniyah United Engineering & Contracting, Oman

HR administration, workforce documentation, onboarding and employment-related process support.

2011–2015

Executive – HR & Admin — Vaksh Steel

Manufacturing HR administration, recruitment, attendance, time office, employee records and statutory support.

END-TO-END HR CAPABILITY

PEOPLE & TALENT

Workforce planning; recruitment through department-head positions; onboarding; employee relations; engagement; retention; employee lifecycle.

OPERATIONS & GOVERNANCE

Payroll; salary/CTC administration; PF, ESIC, PT; Shops & Establishments; contractor compliance; audits; POSH governance.

PERFORMANCE & STRUCTURE

PMS design and adoption; KRAs/KPIs; organisation charts; job descriptions; employee levels; policies and SOPs.

TECHNOLOGY & ANALYTICS

HRIS selection, implementation, adoption and change; SAP, Keka HR, GreytHR, ZingHR; HR MIS, Advanced Excel and HR workflow design.

EDUCATION

MBA (HR) — EVM College of Engineering & Technology (2011) | **B.A. Economics** — SKRBR College (2009) | **Languages:** Telugu, English, Hindi