



TANIA DEY

HEAD OF PEOPLE &
ORGANISATION
@ TALPA

Address:
Munich, Germany

Date of Birth:
January 17, 1984



www.taniadey.me

I am a passionate People Enthusiast,
Cross-Culturist, and International
Inclusionist practising inclusive
equity at the workplace.

My mission is to
Build awareness in the world about
organisational inclusiveness because
the existing norms are still very
narrow and misunderstood.

My life mission is to deeply
serve in the areas of
organisational equity and
inclusiveness.

EDUCATION

**University of Applied Science Kempten,
Germany, 2021**

Certified International Business Management &
Leadership

**Indian Institute of Planning and Management,
Bangalore, 2008**

MBA in Human Resources and International
Marketing

Bongaigaon College, Guwahati University, 2005
Bachelor's in Commerce, Management

SKILLS

- Talent Acquisition and Management
- People Experience
- Culture and Engagement
- Compensation and Benefits
- Inclusion, Equity, and Diversity
- Organizational Transformation
- Leadership Coaching
- Training and Development

EXPERIENCE

AUG
2023 -
TILL
DATE

TALPA Solutions, Essen, Germany **Head of People & Organisation**

As a second-in-command for organisational strategy and people operations, designing and building all people, culture, and managerial processes from the ground up to align with business growth and transformation.

Talent Acquisition:

- Built the end-to-end recruitment and onboarding framework from scratch, welcoming 25+ new Talpas with a consistent and engaging experience.
- Introduced real-time market benchmarking to create competitive and equitable offers.
- Achieved gender balance in technology and leadership roles by combining skills- and competence-based hiring with the benefits of diversity, a critical driver for scalable growth.

Talent Management:

- Designed a skills-based competency mapping system to drive career growth, promotions, and succession planning.
- Established the quarterly OKR rollout process to align individual performance with company objectives.
- Reduced attrition from 34.7% → 15.7% → 8% by implementing new retention strategies and engagement initiatives.

Organisational Design:

- Created the company's organisational rhythm to streamline communication, decision-making, and cross-team alignment.
- Led a core values redefinition process to reflect the evolving identity and vision of the organisation.

Compliance & Contract Management:

- Built and implemented all employment contracts, amendments, and compliance processes by labour laws.
- Established the P&O Helpdesk for consistent and timely HR and organisational support.

Engagement & Culture:

- Introduced the unlimited vacation policy, embedding work-life harmony into company culture.
- Designed and implemented a 360° feedback system, including upward feedback for all leadership levels.
- Conducted the first company-wide engagement survey and built the framework for translating insights into actionable change.
- Secured the Kununu Top Employer badge through targeted employer branding and culture-building initiatives.

Compensation & Pay Equity:

- Introduced a data-driven, just compensation framework using real-time market data.
- Conducted comprehensive compensation audits and made mindful pay decisions to eradicate the gender pay gap.
- Leveraged the Figures compensation platform to ensure fair pay practices, achieving measurable progress year over year.

Leadership & Development:

- Created leadership development programs, including sales and negotiation training, to enhance capability across the organisation.
- Embedded a feedback-driven, inclusive culture with strong DEI principles from inception.

EXPERIENCE

SEP
2018 -
JUL
2023

Volocopter, Bruchsal, Germany **Team Lead People Experience**

People Experience:

- Lead a team of highly motivated people & organisation specialists who are dedicated to further improving processes and increasing the intrinsic satisfaction we all get from a job well done.
- Responsible for creating an operating system that will help build a robust employee lifecycle
 - Employee Onboarding
 - Employee Offboarding
 - Internal Change and Global Mobility
 - All Contract Management
 - Employee Helpdesk Management
 - Labour Law and Legal topics

Inclusion and Diversity:

- Leading all activities across the organisational level to bring in more diversity and foster a culture of equity and inclusion
- Defining I&D strategy, yearly, and quarterly goal setting
- Building and managing the I&D advocate team
- Managing demographic analysis
- Conducting learning and development workshops for implicit bias mitigation, cross-cultural communication, etc.
- Inclusion and diversity report

Recruitment and HR Business Partner:

- Managing full-scale end-to-end recruitment activities for CTO, COO, and Production organisation.
- Recruiting strategy, workforce planning, and budgeting
- Building a structured interview process and techniques
- Salary benchmarking and negotiation
- Preparing employment contracts and amendments
- Managing the pay rise and providing legal advice to the stakeholders related to Labour law

Reason for leaving: Relocation: Better opportunity and prospect to build a progressive People & Culture

APR
2018 -
SEP
2018

AllianzSE, Munich, Germany **Internship, Engagement and Change Projects**

- Innovation project: Coordinated with the employees and the external vendors for design thinking workshops to help stimulate innovative thinking at Allianz SE
- Simplithon: Facilitated a program to initiate new ways of working at Allianz SE to be more productive and efficient in the working process.
- Diversity and inclusion: Created an agenda for a year to help improve diversity and inclusion at Allianz SE.
- Returning mothers program: Built a program from scratch for all women at Allianz SE who want to restart their careers after a gap year
- Employee engagement survey: Supported conducting the employee engagement survey program and managing employee data

Reason for leaving: Relocation - It was a contract job for a limited period.

EXPERIENCE

Sep
2015
to Apr
2016

APACIG - ROCKET INTERNET Singapore **HR Manager**

- Managing operations for the Singapore office: resources, strategy, planning, and overseeing cost-effectiveness
- End-to-end recruitment process for all positions for the APAC Region for APACIG Ventures
- Onboarding and offboarding employees
- Management guidelines for preparing, updating, and recommending HR policies and procedures
- Managing the payroll process with an external vendor
- Ministry of Manpower related matters-(EP/SPASS/DP process and cancellation) processing employee work visa
- Conducting employee engagement programs and event management
- Audit and Tax process management
- Communicating with external partners and service providers
- Managing and controlling the funds and all payment matters for the organisation

Reason for leaving: Relocation - My husband got a job opportunity in Germany, so I relocated to Germany from Singapore.

Aug
2013
to Jan
2015

Lithan Hall Academy - Singapore **HR Consultant/Career Advisor**

HR consulting:

- Consulted 11 IT Startup companies for implementing the HR framework and leading HR-related projects
- Advise and help clients strategically integrate effective HR processes, programs, and practices into their daily operations.
- Consultation and guidance to senior management and organisational partners to interpret human resource management policies, procedures, programs, and the application of related government laws and regulations.
- Advise on the disciplinary process, conduct disciplinary review conferences, and advise on appropriate outcomes.
- Develop employee-restructuring plans and implement innovative workforce retention programs.
- Implement NICF STAR HR Framework: The NICF Skills & Talent Recognition (NICF-STAR) program is a project by the Workforce.
- Development Authority of Singapore. In this project, IT Startup companies received funding support from WDA by implementing the HR framework in the following ways: Job profiling & sizing, Talent Acquisition, Performance Assessment & Management, Training Needs Analysis.

Career Advisor:

- Career Counselling for ERP. SAP-trained students who are going through a mid-level career crisis.
- Design career profiling tools and methodology
- Conducting career builder seminars
- Resume writing and mentoring for job search
- Placement/Recruitment for all students in ERP and Sales & Marketing training courses
- Conducting recruitment drives and networking events.

Reason for leaving: A government project (by IDA and WDA, Singapore) ended

EXPERIENCE

Oct
2009
to Feb
2012

NTT DATA - India **Executive Human Resource**

Talent Acquisition:

Recruiting SAP Technical (ABAP, BASIS, BI, CRM), SAP Functional (SD, HR, PM, FICO), Oracle (Technical and Functional), JAVA, .NET, C++, WEB Technologies, IT System Administration.

- Sourcing and screening resumes for IT/Non-IT profiles from the internal database, referral, headhunting, networking, and job portals.
- To conduct a basic pre-analysis of the candidate's abilities & skillset
- Maintain a summary, suggestions, input about each candidate & maintain the candidate database
- Schedule interviews by coordinating with the team and the interview panel
- Salary negotiation and offer letter rollout
- Cross-checking references of the candidates and ensuring that they join the organisation
- Employee Referral Program:
 - Handling the end-to-end referral process and program
 - Designed a referral automation tool
 - Quarterly report generation for all-hands meeting
 - Branding and advertising the referral program
 - The referral program was nominated for the Inspire Awards by the National Human Resource Development Board (NHRD) and won the award as a best practice in 2011

Campus Recruitment End-to-End Cycle:

- Managing end-to-end process for Campus Recruitment
- Planning, interacting, and scheduling the drive: Direct campus, Channel partners, Training Institutes
- Preparing the campus kit: Question Paper – framing competitive question paper for the campus hiring process
- Campus presentation – preparing and presenting a campus presentation
- Training & Development: Internal team training for process improvement. New joiner training needs analysis, scheduling, and coordinating.

Mergers & Acquisitions:

- Worked with a team of five companies (Keane, MISI, Revera, Vertex, Intelligroup) for mergers and acquisitions
- Analysing the data (Policies and procedures) – understanding and evaluating the process in depth
- Maintain the DBMS and confidential documents, maintaining high confidentiality during the process.
- Building the report – framing and formatting Intelligroup doc

Other Activities:

- Content Management – practice-wise announcement format, content management, and deciding factor
- Designing & Releasing the announcement mailer – global announcement mailer management with the team
- Event-walk-in drive.
- MIS, Uploading jobs on the company website and in job portals

Reason for leaving: After marriage, relocation to Singapore

EXPERIENCE

May
2008 -
Jun
2009

OnMobile Global Ltd. Bangalore
Associate HR Executive

- Recruitment: End-to-end recruitment for several business functions
- Responsible for onboarding, training, development, and the employee engagement team

Reason for leaving: Contract role.

2013 -
2016

Consulting & Contract Work:

- Airbus Helicopter - Client relations, 4 Months,
- Loyalty advantage - Project Management, 2 Months,
- Zumata Technology- HR, 2 Months