

Fredrick Castro – Chief Consultant – Beacon HR & IR ConsultantsMail :- chief@hrirconsultancybeacon.com; Fredrick.castro@hrirconsultancybeacon.com / Mobile :-8754488004

✦ A 'practical' 'down-to-earth' professional with more than 35 years of experience in the HR field

✦ Core Values - Integrity, Honesty, Reliability, Tolerance & Magnanimity

Hands on experience & expertise in

1. Advisory - Advising foreign investors & organisation leadership team on HR & IR Strategies.
2. Calamities handling - Death of permanent (unionized workers); while on duty in factory, floods, covid
3. Problem Solving - Preventing, avoiding, handling & resolving retrenchment, strikes, Lockouts & closure
4. Legal - Conciliation & conducting Labour cases in the labour court and High court (Writ Jurisdiction)
5. Handling criminal prosecutions related to Factories act / Shops & Establishments act and the like
6. End-to-end HR functions, Talent Acquisition, Organisation Development, HR Operations & F&F
7. Recruitment – Service & Manufacturing sectors only
8. Organizational development - Retention strategies /growth initiatives / PMS / Succession Planning
9. Trainings on key soft skills like leadership, anger management, decision making, Statutories, Labour laws
10. Execution of CSR & other Projects
11. Vendor management - Creating process for Vendor assessment selection & continuous partnering
12. Drafting - Notices, memos, chargesheets, petitions, complaints, policies,

Core Competencies

Advisory to Foreign investors	Advisory to top Management	Advisory on all IR issues
Excellent communication	Ethical practice	Assertiveness
Maneuvering	Critical evaluation	Know to say 'NO'
Relationship management	consultation	Onboarding & offboarding
Managerial & Leadership	Collaboration	Benefits administration
Retention strategies	Change management	Succession planning
Conflict resolution	Tackling Risks and Challenges	Empathetic

Certifications & membership

Great Manager institute certification	Life-member – NHRDN
Measuring training effectiveness and ROI	

Behavioral Traits (bu great Manager)

Fair Treatment	Information Sharing	Approachability
Candid Communication	Open to feedback	Reliability
Care for Individual	Involvement in Decisions	Development Focus
Guidance	Personal Best	Recognition

Academics	MCC (Chennai) B.A – (Economics)	Pachaiyappas(Chennai) M.A (Economics)	JSS Law College (Mysore) Law	Symbiosis International university (Pune) - PGDBA
Professional		Labour Law Practitioner	AVP – HR & Operations G4S India	GM HR – Manufacturing

I do hereby confirm that the information given above is true to do the best of my knowledge and belief.

Date

Signature (Fredrick Castro)