

DEPUTY VICE PRESIDENT / ASSOCIATE VICE PRESIDENT – HR

Reference Code : HLL/HR/070/2026

Job Title : Deputy Vice President / Associate Vice President – HR

Start Date : 18.08.2026

End Date : 02.09.2026

Contract Type : Permanent

Company

HLL Lifecare Limited (HLL), India's leading manufacturers and marketers of contraceptive, Health Care and Pharma products is a Mini Ratna Central Public Sector Enterprise under the Ministry of Health and Family Welfare. HLL is a global leader in the area of contraceptives, hospital products and healthcare services. With 8 manufacturing units, 3 subsidiary / joint venture companies, 21 regional offices. HLL exports products to over 85 countries. Besides this, HLL is engaged in providing healthcare and diagnostic services, consultancy and contract services for healthcare infrastructure projects and consultancy services for procurement of medical equipment and devices in healthcare sector. Thus, HLL is positioned as a total healthcare solution provider catering to the well-being of society at large.

Department: Human Resources

Tasks :

- Lead strategic manpower planning, talent acquisition and workforce deployment in alignment with the Company's business and growth objectives.
- Drive performance management, talent development, succession planning and employee engagement initiatives across the organisation.
- Develop and strengthen HR policies, systems and processes, ensuring effective implementation and continuous improvement.
- Lead HRMS and HR digital transformation initiatives to improve efficiency, data-driven decision-making and employee services.
- Manage employee relations, industrial relations and organisational development initiatives to foster a productive and positive work environment.
- Build organisational capability through leadership development, competency enhancement, change management and strategic HR interventions.

Requirements

Maximum Age: 50 years as on 01.08.2026

Basic pay range:

For Deputy Vice President - Rs. 80000 – 220000/-

For Associate Vice President - Rs. 90000 – 240000/-

Gross Salary:

For Deputy Vice President - Rs.168560/- (Non -Metro) (approx.) at the minimum of the scale.

For Associate Vice President - Rs.189630/- (Non -Metro) (approx.) at the minimum of the scale.

Annual CTC:

For Deputy Vice President - Rs.24.61 lakh (Non-Metro) (approx.) at the minimum of the scale.

For Associate Vice President – Rs.27.65 lakh (Non-Metro) (approx.) at the minimum of the scale.

Qualification:

Post Qualification Experience:

Essential: A minimum of 15 years' post-qualification experience for the position of DVP and 18 years' post-qualification experience for the position of AVP in Human Resource Management and Industrial Relations in large organisations of repute. The candidate should possess comprehensive expertise in talent acquisition, performance management, compensation and benefits, learning and development, employee engagement, statutory labour compliances, and HR operations. Demonstrated experience in HR business partnering, workforce planning, policy implementation, change management, and digital HR systems is essential.

Candidates from CPSUs shall be holding posts in the scale of pay of Rs. 70000 - 200000 (Revised 2017 Scale) / Rs. 29100 - 54500 (pre-revised 2007 scale) for a minimum period of two years.

Desirable: Experience in heading the HR function of a large multi-location organization or CPSE, with demonstrated expertise in HR transformation, change management, succession planning, leadership development, workforce analytics, competency framework design, and enterprise-wide HR technology implementation.

No. of Positions : 1

Posting Location : Thiruvananthapuram

Instructions for Applying Through the Google Form:

1. Access the Google Form using the following link: [Click here to Apply](#).
2. Download the prescribed job application form from the link provided in the form or from the HLL website.
3. Fill in the application form digitally and save it as a PDF or Word file. Handwritten applications will not be accepted.
4. Upload the completed application form using the file upload option in the Google Form.
 - Maximum upload size: **10 MB per file**.
5. Attach additional supporting documents **in PDF or Word format** if required (CV, educational/experience certificates, latest salary slip), ensuring each file is under 10 MB.
6. Select the correct post applied for in the form to ensure proper processing.
7. Submit the form on or before the deadline. Late submissions will not be considered.

General Conditions:

1. Before applying, candidates should ensure that they fulfil all the eligibility criteria mentioned in the advertisement.
2. Applications not in the prescribed format **will not be considered** for selection process and no further communication will be sent separately.
3. Application Format can be downloaded from the website.
4. Job title and Reference code should be clearly mentioned in the Application form
5. All information submitted in the application will be verified with original documents at the time of the interview. If any information provided by the candidate is found to

be false or incorrect or not in conformity with the eligibility criteria, then his/her candidature is liable to be rejected/cancelled at any stage of the recruitment process.

6. Only Indian Nationals are eligible to apply.
7. SC/ST/OBC/PwD candidates will be eligible for relaxation as per Government of India directives.
8. SC/ST candidates are required to submit SC/ST Caste Certificate in the format as applicable for appointment to posts under Government of India.
9. OBC candidates are required to submit Other Backward Class Certificate ('Non-Creamy Layer') (Certificate should be in the format as applicable for appointment to posts under Government of India).
10. The crucial date for determining the age limit shall be same as the cut of date for calculating Qualification & Post Qualification Experience of the candidates.
11. HLL reserves the right to cancel, restrict, or modify the selection process, or to not fill any or all of the posts notified, at its discretion. The number of vacancies may also be increased or decreased based on organizational requirements.
12. Candidates working in Government, Semi-Government Organizations, Public Sector Undertakings, or Autonomous Bodies must provide a No Objection Certificate (NOC) at the time of the interview.
13. The decision of Management regarding selection will be final.
14. Canvassing in any form will be a disqualification