



## Human Resource (HR) Manager

### About Games2win

Games2win is one of the largest casual gaming companies in the world and features in the top gaming properties of the world (USA and the World, as per comScore reports). We own over 700 proprietary online games and have an extremely strong DAU and MAU online and mobile user base (80% outside of India) that has been built organically, without ANY advertising support or paid installations.

G2W is the publisher of global hit titles such as Parking Frenzy, The „Fab Designer“ series and 40 other games, with over 45 million downloads worldwide on the iOS, Android & Kindle app stores. Parking Frenzy was ranked #1 on the US iTunes App Store (free app & game).

Top tier investors such as Clearstone Venture Partners, Nirvana Venture Advisors and Silicon Valley Bank have funded G2W. The founders of G2W Inc. are Alok Kejriwal – a serial entrepreneur and Mahesh Khambadkone - an online gaming specialist.

**Position:** Human Resources (HR) Manager

**Position Based in:** Mumbai

## **What do you need to do? (Role and Responsibilities)**

Ensure our 100+ employees are happy!

Manage, coordinate and administer the various day-to-day responsibilities; support activities of the Human Resources Department, which include recruiting, hiring, managing employee records, payrolls, employee benefits and employee orientation.

Understand our staffing needs and work with agencies, in-bound leads and web portals to fulfil the same.

Responsibly implement the best practices of HR policies in the Company. This includes introducing contemporary methods of appraisals, developing personnel policies, employer and employee feedback mechanics, scoring & reward systems etc.

Write and update job descriptions for all company positions.

Develop employee retention and recognition programs.  
Research and resolve employee situations quickly and logically.

Recommend improvements in the existing setup and ensure Games2win runs in a consistent manner with the overall company objectives, policies, procedures and best practices.

Ensure that the work environment is positive and issue free.

Our business demands a lot of creativity; a healthy, fun and interactive environment; yet a high level of professionalism as making games is a serious business. We need someone who understands the nuances of such an environment.

## **Who could you be? (Background and Experience)**

An HR professional who has worked in a digital media domain in India.

At least 5 years of human resource management experience including payroll, benefits administration, employee relations, employee recruiting, interviewing and hiring.

Must have knowledge of Microsoft Office, Word, Excel, PowerPoint, Outlook, and Payroll Systems and Reporting.

Must be detail-oriented, organized, timely and efficient at all office tasks.

Must have excellent written and verbal communication skills (beyond HR jargon!)

Essentially, a “people’s person”.

## **Qualification**

- Some kind of degree that proves that you have studied and are educated. (BA – Psychology/Sociology specification in HR desirable)
- PG or MBA in HR (Preferred)
- You must have industry references of living people.

## **Who will you report to?**

Alok Kejriwal – CEO of Games2win.com

## **Age & Experience**

5 to 7 years" work experience. We are open to the level of experience you bring along.

## **Working in line with**

All employees of Games2win

## **Remuneration**

As a practice, we have typically matched candidates with their existing salary packages and throw in lucrative performance incentives; and of course ESOPs.\*

The idea is to make you take an ownership role and then provide additional compensation on performance.

Note that we do not want people to join us just for a better salary. We don't bribe people to join us. Instead, we want people to join us for the love of what we do and the opportunity to shine professionally!

*\*In the exit of mobile2win China to Disney, and when [Nirvana Venture Funds invested into Games2win](#) – the group has now a proven track record of demonstrating how valuable its company ESOPs can be.*

## **Growth and prospects**

This is a dream job for anyone who is passionate about human resources and can help implement an innovative and win-win HR practice at Games2win – A Company that is clearly the leading mobile games Company in India.

## **Next Steps**

If this role interests you, then we have this specific homework for you:

- Look up the jobs at the link <http://games2winmedia.com/work-for-us/> and tell us how would you go about fulfilling them as an HR Manager?

Send your CV and thoughts to: [hr@games2win.com](mailto:hr@games2win.com)