SANCHARI MUKHOPADHYAY

People & Culture Leader · Founding HR & Strategic HRBP · Builder Mindset · First-Principles HR

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People & Culture leader with 10+ years building and scaling people functions across founder-led startups and global tech organisations. Built the entire people agenda from zero as the founding HR hire at a bootstrapped SaaS company, partnering directly with the CEO through 4x headcount growth. Equally proven as a strategic HRBP inside a 1,000+ person global org, driving performance, engagement, and org effectiveness at scale. Combines People domain depth with a genuine builder instinct: designs and ships automation and internal tools (workflow pipelines, HR applications) to solve real operating problems. Currently deepening this edge through applied learning in generative AI.

CORE COMPETENCIES

Founder & Leadership Team Partnering · People Function Build & Scaling · Org Design & Workforce Planning
Performance Frameworks & Accountability Systems · Culture Building & Employee Experience · Full-Lifecycle Talent Acquisition
Manager Capability & Leadership Development · HR Operations & Process Architecture · People Analytics & AI-Assisted HR Workflows

PROFESSIONAL EXPERIENCE

Independent Practice — Feb 2026 – Present

Career transition period, self-directed · Bengaluru

- Structured transition period spent building automation tools (see Builder Projects below), pursuing applied upskilling in Generative AI, and running a targeted search for Founding People Partner and Senior HRBP roles with direct outreach and structured evaluation of suitable opportunities.

People & Culture Operations Partner — Mar 2024 – Jan 2026

SmartBear Software · Global Tech / Test & Dev Tools · 1,000+ employees · Hybrid

- Partnered with senior leaders across Engineering, Product, Sales, and G&A on org design, performance management, and team effectiveness as a trusted advisor on complex people decisions.
- Drove employee engagement using CultureAmp data to identify gaps and design targeted interventions, achieving 12% YoY improvement in engagement scores.
- Managed complex ER situations with strong judgment and discretion, maintaining organisational trust and zero legal escalation across sensitive cases.
- Led org design and people continuity through post-acquisition integration, maintaining team stability and zero payroll defects across 100+ migrated employee records.
- Coached and developed managers on performance conversations and feedback quality, building manager capability without creating dependency on HR.
- Collaborated with global HR teams to localise and implement scalable people practices aligned with India context and business priorities.

Assistant Manager – HR (HRBP) — Mar 2023 – Feb 2024

Altigreen Propulsion Labs · EV Startup · On-site

- HRBP for 100+ Engineering and R&D employees in a fast-scaling EV startup, partnering with technical leadership on performance, accountability, and people development.
- Owned full HRIS implementation (DarwinBox) from scratch: defined workflows, built adoption plan, achieved 90% adoption in 3 months, significantly improving HR governance and data accuracy.
- Built manager capability through structured coaching and peer mentoring programmes, improving leadership effectiveness across technical teams.
- Partnered with leadership on workforce planning and org design, improving planning efficiency by 20%.
- Executed a high-stakes workforce reduction of 100 employees in 72 hours with full statutory compliance and zero legal escalation.
- Designed engagement programmes resulting in 35% increase in participation and stronger cross-team collaboration.

Senior Talent Acquisition Specialist → People Partner — Jan 2019 – Feb 2023

CallHub · Bootstrapped SaaS Startup · Direct report to CEO · On-site

- First and founding People hire reporting directly to the CEO; built the entire people function from scratch with no prior infrastructure as the org scaled from 12 to 50+ employees.

- Owned end-to-end talent acquisition across Engineering, Product, Sales, and Operations; improved offer-to-join ratio by 40% and reduced time-to-fill by 30% through structured hiring quality.
- Designed and implemented core people systems from zero: performance frameworks, goal alignment, onboarding, offboarding, ER processes, POSH compliance, and HRMS, all without a supporting team.
- Partnered directly with the CEO on org design, headcount planning, and compensation decisions as a trusted thought partner on all people and culture matters.
- Revamped probation framework to introduce structured feedback and clearer decision-making, improving new hire success rates and manager confidence.
- Introduced LGBTQIA+ inclusive policies and DEI initiatives, shaping a high-belonging culture from the ground up.

Earlier Experience: Sportskeeda, Talent Acquisition Executive (2017–2018) · Avesta Computer Services, Recruitment Specialist (2016–2017) · Careernet Technologies, Associate Consultant (2016)

BUILDER PROJECTS

Automated Job Lead Pipeline

Stack: n8n, Apify, Google Sheets, AI-based qualification and routing

- Built an end-to-end pipeline to source, deduplicate, and qualify job leads at scale, using structured control fields and sub-workflow orchestration to route qualified roles automatically.

PIP Builder Application

Stack: Netlify, Netlify Functions

- Designed and deployed a Performance Improvement Plan generation tool, with secure server-side API key handling to protect credentials in a client-facing app.

Professional Portfolio Platform

Stack: HTML, CSS, custom animation, structured metadata

- Built and shipped a personal portfolio site consolidating career case studies from CallHub, Altigreen, and SmartBear, with an embedded resume and OG metadata for shareability.

EDUCATION & CREDENTIALS

- MBA, Human Resources, Mysore University
- PGPM, National School of Business, Bangalore
- BBA, Manonmaniam Sundaranar University
- Generative AI Foundations Certificate Program (Microsoft and upGrad joint certificate), In Progress
- Diploma in Modern Applied Psychology (Achology Certified), Udemy, In Progress

TOOLS & SYSTEMS

Core HR Stack: DarwinBox · BambooHR · CultureAmp · GreyTHR · Greenhouse · Freshservice · Microsoft Office
AI-Assisted HR & Automation: AI-assisted HR workflow design, applied prompt engineering for recruiting/ops workflows
Currently Learning: *n8n workflow automation*