

Chief Human Resources Officer (CHRO)

Roles and Responsibilities:

1. Responsible for the governance of Human Resource risks
2. Formulate and implement Human Resources and remuneration policy and obtain approval from the Board of AMC
3. Review and suggest changes in the policies and obtain approval from Board of AMC
4. Provide inputs to CRO to define risk threshold and risk appetite
5. Define and delegate roles to the key personnel within the human resource function for identifying and reporting risks
6. Provide relevant information to CRO regarding the risk reports
7. Identify, analyse and report relevant functional risks to the CRO and CEO along with recommended action plan
8. Ensure escalation of such incidents as per the escalation matrix approved by CRO.
9. Review that the risk level for the functional risk is in accordance to the approved risk threshold and risk metric.
10. Formulate, review and periodically provide inputs to update the RCSA for key risks and controls
11. Perform and report outcomes of periodic testing of the RCSA to CRO
12. Identify and implement corrective actions / recommend action plans for deviations in the controls and present to CRO/ CEO
13. Ensure a well-defined succession planning process for Key Management Personnel (KMP) and other key positions in the AMC
14. Ensure adherence to the SEBI risk management framework
15. Ensure that risk related KRAs are defined for CXOs and one level below CXO as required by the SEBI RMF