

UDAY KIRAN KANDARPA

Dubai, UAE, +971 501026800 | contactuday@gmail.com, uday@contactuday.com

Senior HR Professional with 24 years experience across UAE, GCC, Singapore and India

HR professional with 23 years of global experience across UAE, KSA, other MENA Countries, Singapore - APAC region, and India, specializing in HR strategy, Talent Management, Learning & Development, Performance and productivity Management, process automation, and AI-driven workforce transformation.

**Real Estate Master Development | Retail – Fashion, Home & Luxury | Sales & Distribution | Logistics | Hospitality |
Food & Beverage | Manufacturing | Ecommerce | Information Technology | Start Up Expertise**

CROSS-GEO EXPOSURE



Direct experience across GCC Countries, Singapore, and India and remote experience & Exposure to HR Practices (Managed Remotely) of South Africa, Malaysia, Thailand, Indonesia, Russia, and Australia.

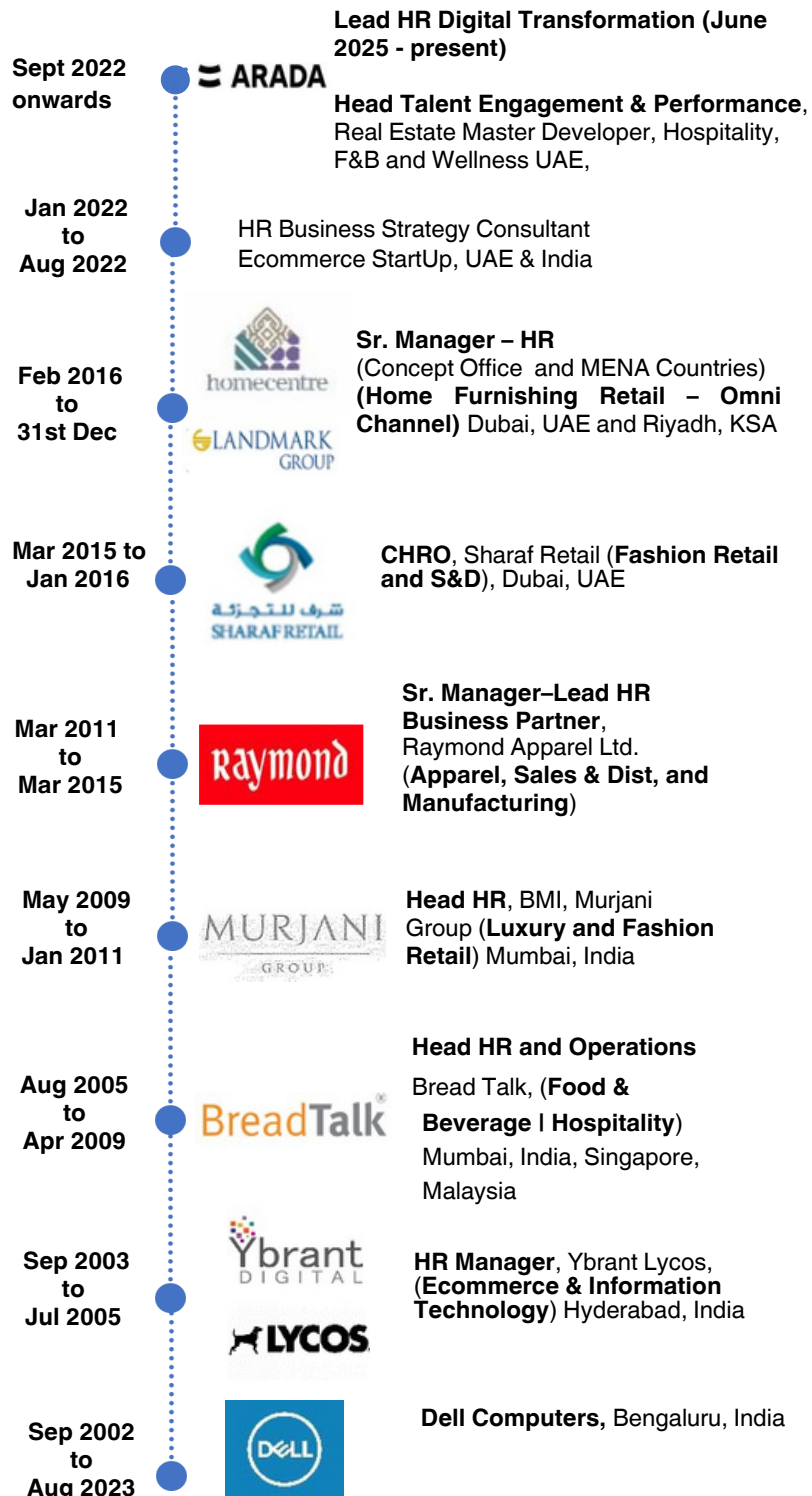
STRENGTHS

- Strategic HR Business Partnering
- Employee Engagement
- Culture & Organizational Development (OD)
- Process Mapping & Formulation
- Performance Management
- Rewards & Recognition
- HR System Integrations & Automation (ERP)
- Localization-Specific Talent Development
- Compensation & Benefits
- Talent Acquisition & Development
- Job Evaluation & Grading
- Learning & Development
- Change Management
- Leadership Coaching
- Succession Planning
- AI & Machine Learning in HR

HR Technology Stack exposure

- Darwinbox HRMS | Oracle HCM | SAP SuccessFactors | Ramco HRMS
- Power BI | Python | SQL | AI Tools
- Zapier | n8n.io | OpenAI GPT | AWS AI Services | API Integrations
- HR Chatbots | AI Agents | RPA Workflows | HR Analytics Dashboards

CAREER CHRONOLOGY



PROFESSIONAL EXPERIENCE



Lead HR Digital Transformation | Head – Talent Engagement & Performance | Sept 2022 – Till Date | ARADA Developments, Dubai, UAE | Industry: Real Estate Master Developer, Hospitality, F&B and Wellness

- Talent Management: Talent Management strategy for 850 employees across Real Estate, Wellness, Hospitality and F&B divisions of Arada covering over 1300+ employees
- Great Place to Work: Improved ranking to Top 15 in UAE (2024), up from Top 17 (2023) and 47th (2022).
- Performance Management: Automated SMART KPIs and performance metrics; implemented 9-box grid for talent assessments.
- Compensation & Benefits: Designed incentive programs and variable pay structures aligned to performance.
- Learning & Development: Conducted learning-needs analysis; integrated with performance management, career progression, and succession planning.
- Employee Engagement: Launched Employee Nurture Program, significantly reducing early-stage attrition.
- Process Improvements: Enhanced and automated talent management workflows.
- Emiratisation Initiatives: Strategically partnered with government entities; ensured compliance with Emiratisation laws.
- Diversity & Inclusion: Strengthened a performance-driven culture emphasizing diversity and inclusion.
- AI in HR: Evaluated and integrated AI into talent acquisition, employee engagement, HR analytics, reporting, and dashboards.
- HR Technology and AI Transformation - Darwin Box HRMS implementation and AI implementation to enhance productivity and organizational People efficiency

HR Business Strategy Consultant and Entrepreneur | Jan 2022 – Aug 2022 | Ecommerce UAE & India

- Turnaround Project: Led a business and people turnaround project for an ecommerce startup in UAE and India.
- Strategic Formulation: Developed integrated business and people strategies.
- Benchmarking and Analytics: Conducted competition benchmarking and data analytics.
- Process Improvements: Formulated processes, mapped workflows, improved documentation, established policies, and ensured statutory compliance.



Senior Manager HR | Feb 2016 – Dec 2021 | Home Centre, Landmark Group, Dubai, UAE | Industry: Retail – Home and Furnishing

- Strategic HR Leadership: Managed 4,000 employees across GCC from 45+ nationalities.
- Talent Acquisition: Led recruitment across 7 countries (UAE, KSA, Oman, Qatar, Kuwait, Bahrain, Egypt).
- HR Partnering: Delivered impactful HR projects with senior leadership.
- Talent Evaluation: Implemented assessment centers, 9-box grids, psychometric assessments.
- Performance Management: Improved productivity using PRIME and Balanced Scorecard.
- Change Management: Directed successful organizational restructures.
- Compensation & Benefits: Conducted salary reviews and market benchmarking.
- COVID-19 Safety: Ensured safety of 1,800 employees during the pandemic.
- Rewards & Recognition: Launched recognition programs boosting morale and productivity.
- Career Development: Created succession plans and career progression frameworks.
- Employee Engagement: Enhanced engagement through surveys and events.
- Nationalization: Achieved Saudi staffing and training targets.
- Workforce Optimization: Reduced costs through offshore staffing.
- HR Systems: Led Oracle ERP implementation.
- Diversity: Increased diversity in UAE retail and warehouse teams.
- HR Analytics: Implemented HR MIS and Power BI for data-driven decisions.
- Learning & Development: Delivered training programs aligned with business goals.



CHRO | Sharaf Retail (Fashion), Dubai, UAE | Mar 2015 – Jan 2016 Industry: Retail – Fashion and Kids, Sales & Distribution

- Global HRMS Setup: Led the establishment of RAMCO HRMS, policies, and procedures across 16 countries (GCC, Egypt, South Africa, Australia, Thailand, Singapore, Malaysia, Indonesia and Russia), including performance management and career progression systems.
- HR Management: Managed HR functions for 2500 employees with AED 1 billion turnover, supported by a team of 12 professionals.
- Recruitment: Oversaw recruitment with competency-based processes and psychometric testing.
- Assessment Centers: Completed development centers for managerial staff using the 9-box grid for evaluation.
- Emiratisation: Developed an Emirati talent pipeline for office and retail roles.
- Governmental relations and PRO



Sr. Manager – Lead HR Business Partner | Mar 2011 – Mar 2015 | Raymond Apparel Ltd., Mumbai, India
Industry: Retail – Apparel, Sales & Distribution and Apparel Manufacturing

HR Business Partner Role: Supported a \$200 million business with 2500+ customer touch points and 250+ retail stores across India. **Staff Management:** Managed 500+ management staff and 2000+ retail staff, coordinating with a 15-member HR, Admin, and Payroll team.



Head HR | May 2009 – Jan 2011: BMI, Murjani Group (Fashion Retail), Mumbai, India as Head HR Industry:
Retail – Luxury and Premium, Sales & Distribution

Luxury and Premium Retail: Managed HR for high-end brands such as GUCCI, Bottega Veneta, Jimmy Choo, Calvin Klein Jeans, and French Connection.

Organizational Restructuring: Led restructuring and realignment initiatives, covering recruitment, talent management, training, PMS, HR budgeting, rewards, employee relations, policies, and compliance.



Head HR and Operations Manager | Aug 2005 – Apr 2009: BreadTalk, India & Singapore
Industry: Food & Beverage, Hospitality

Startup Experience: Established BreadTalk in India, setting up the HR department and managing a workforce of over 200+ employees.

International Exposure: BreadTalk Singapore and Malaysia.



HR Manager | Sept 2003 – Jul 2005 | Ybrant Digital Ltd, Hyderabad, India



Sept 2002 – Aug 2002: Dell Computers, Bangalore, India as QA Specialist

EDUCATION

- Full-time **M.B.A** (Human Resource) || Osmania University, Hyderabad, India || 2000- 2002
- **GPHR Certified** || **HRCI, SHRM** || May 2013 – May 2016 - **HRMP** || **HRCI, SHRM** || Mar 2014 – Mar 2017
- In progress on **FCIPD (Level 7) and SHRM – SCP** certification
- **MSc in AI & ML** from University of Birmingham, Dubai campus (ongoing 2024-2026)

CERTIFICATIONS

- Managing Internal Talent and Leadership Pipeline, IIM Ahmedabad, India 2021
- Certified Performance & Competency Developer from CAMI, U.S.A
- International Certification in Training Skills from City and Guilds, U.K.
- Certification in OPQ32r Psychometric tool (SHL).
- Finance for Non-Finance Executives, KPMG, India.
- HR Business Partnership Program SHRM, India.

AI SPECIFIC CERTIFICATIONS (Since 2023)

- Professional Certificate Programme in Data Science and Artificial Intelligence for Managers - Indian Institute of Management, Kozhikode, India (Long term - Ongoing)
- Advanced Certificate Programme in Applied Artificial Intelligence and Machine Learning, IIT Madras, India (Long term - Ongoing)
- Udacity courses in AI Strategy for Business, AI Governance and Ethical AI

PERSONAL DETAILS

Nationality: Indian

Address: Dubai, UAE

UAE Golden Visa holder (Valid till 2033)