

Debashish Bindra

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Email: [Debashish Bindra](#)

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EXPERIENCE

Home.LLC - HR Operations Manager

June 2023 - August 2024

- I handled payroll, compliance, and yearly performance reviews for 200+ employees for 4 sister companies & also built the end-to-end process within the first month of joining.
- Scaled the team by 50% within the first 3 months & received an MVP award.
- Planned & executed multiple end-to-end projects, including numerous on-site & off-site, ESOP implementation, 360* reviews, project management & much more.

Debu Ki Dastak | DKD Yoga | Metal Sutra | Debashish Bindra

November 2022 - Present

- We are building a personal brand that helps us live smartly. The main content is on [Youtube](#) where we publish 3 videos every week—crossed over 80k+ Views.
- We publish daily newsletters on [Substack](#) to help our community of 3,000 people kickstart their day.
- Responsible for research, recording, and editing all our content end-to-end. We also publish our podcasts on [Spotify](#) & [Apple Podcasts](#) and lately, our podcast was ranked #120 in India

Lila Games, Bangalore — HR & Social Associate

September 2021 - October 2022

- Achieved 320% team growth in 8 months by hands-on recruitment in Engineering, Product, Design & Art, with a 0.6% selection rate. Managed nationwide vendors.
- Managed video team for social media content and employee newsletter. Improved productivity by 50% through organisational design.
- Managed monthly payroll, including tax, leave, and yearly increments. Conducted performance reviews and policy implementation.
- Created Employee Handbook and implemented standard discipline, boosting retention by 50%.

Education

C.C. in Yoga & Meditation
Panjab University, Chd
July 2019 - Jan 2020

C.C. in the Russian Language
Panjab University, Chd
July 2018 - July 2019

Diploma in Russian
Panjab University, Chd
July 2019 - July 2020

Skills

Operational | Management Skills |
Recruitment | Automating Processes &
Creating Dashboards | B2B | B2C
Pipeline Structure | Creating Content |
Studying Social Media Patterns |
Discord | Twitter | Communication Skills

Technical Tools

Google Workspace | Notion | Clickup |
Hubspot | Quickbooks | Zoho |
Da-Vinci Resolve | Obsidian | Greythr |
Pyjama HR | Excel Mastery | Asana

Hobbies

Musician | Learning Languages | Yoga
& Meditation | Youtube Channel |
Reading Philosophy | Content
Creation

Awards & Certificates

Excellence in co-curricular activities.
2nd Runner up in Intercollege
declamation.
Achiever of the Year - 2018
Best Band Performance: School
NCC - (C- Certificate)
NSS - (B- Certificate)

Outscal, Delhi — Operations Executive

August 2020 - September 2021

- Managed end-to-end admission pipeline, generating revenue of 30 LPA. Oversaw daily batch operations including attendance, assignments, and weekly classes.
- Built a 15,000-student community, collaborating with 150+ colleges nationwide. Managed weekly Discord events for community engagement.
- Managed end-to-end recruitment, hiring experienced professionals for technical and non-technical roles. Oversaw onboarding and formalities.
- Assisted the marketing team in drafting email campaigns and designing social media creatives. Created Quora content reaching 10K+ views.

TEDx Dav College, Chandigarh — Co-Organizer

Sept 2018 - April 2019

- Responsible for managing the entire Intellectual Operations, where I primarily developed leadership by heading 4 major departments for the event
 - Speaker Research and development,
 - Content Creation,
 - Content Writing Department
 - Speaker's Content.
- Managed our social media content along with the videos that are live on the official TEDx channel on YouTube

Summary

- As an experienced HR and Operations associate, I bring expertise and a strong track record in managing human resources and optimizing operational processes.
- With a comprehensive understanding of HR principles, talent acquisition, employee development, and compliance, I have successfully implemented strategies that align with organisational goals and drive positive employee experiences.
- I excel in fostering a collaborative work environment, streamlining operations, and implementing innovative solutions to enhance efficiency and productivity.
- My strong leadership abilities, coupled with excellent interpersonal skills, allow me to effectively manage teams and build strong relationships across all levels of the organization.
- With a passion for driving organizational success, I am confident in my ability to contribute to the growth and success of your company.

Internships

Student Journalist

U - Mirror

(Aug 2017 - Jan 2019)

Board Member

D.A.V.C Literary Club

(Aug 2017 - Aug 2018)

Social Media Intern

Aura: Back to values

(May 2017 - May 2017)

Campus Ambassador

Internshala

(Jan 2018 - June 2018)

General Member

The Economics Society

(Aug 2016 - Aug 2018)

General Member

History Association D.A.V.C

(Aug 2017 - Aug 2018)

Internship

The Chopras

(Feb 2017 - Feb 2017)

Music Internship

Unified Shimla Musicians

(April 2015 - April 2015)

Languages

English | Hindi | Russian | German

Side Projects

[My Band](#) — Founder

