

Vineet Sharma

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Executive Summary:

20+ years of core people management experience in diverse sectors such as Management Consulting, IT Products and Services, Digital Media, Gaming, Intellectual Property and the Government. I have been responsible for managing the HR Function for Companies up to 2000+ employees, with offices all over the world. **I have been working as a Freelancer/Independent Consultant, focused on making Organisations more effective, since February 2018.** I provide services as a Fractional CHRO and through specific people interventions in areas related to Performance Management, C&B, L&D and Talent Attraction and Acquisition. I am also a Founding Member of I Imagine India, a Section 8 Company that aims to empower passionate social pioneers to enable small changes today with the potential to create uplifting change through generations.

Professional Experience:

Fractional CHRO/HR Consultant(From Feb 2018 - Present)

I have been associated with the following companies as a Fractional CHRO/HR Consultant, carrying out specific HR initiatives/interventions at different stages of evolution of the respective organisations:-

- **P99Soft, Hyderabad** - (Feb 2026 - Present)
- **Datawrkz, Bangalore** - (Nov 2024 - Present)
- **Stavtar Solutions, Mumbai** - (Oct 2024 - Sep 2025)
- **TIH for IoT & IoE, IIT Bombay** - Mar 2022 - Aug 2024(A Section 8 Company)
- **Nazara Technologies, Mumbai** - Apr 2023 - Aug 2023
- **Ceyone Marketing, Bangalore** - Jun 2022 - Nov 2022
- **Decimal Technologies, Gurgaon** - Feb 2018 - April 2023

Head of HR(from Apr 2009 - Nov 2017)

- **GEP** (<https://www.gep.com/>) is a diverse, creative team of people passionate about procurement. It delivers practical, effective procurement services and procurement technology that enable procurement leaders to maximize their impact on business operations, strategy, and financial performance. Clark, NJ - based GEP has 12 offices, 2000+ employees and operations centers in Europe, Asia, and the Americas. **I was responsible for all people-related initiatives for the 1600+ employees based out of India.**
- **Datawrkz** (<https://datawrkz.com/>) is a global, data-driven audience targeting company that helps brand reach quality, brand-safe, curated audiences to meet their branding and performance marketing objectives. Headquartered in Singapore with operations in SEA, India, and the US, Datawrkz currently focuses on driving super high networth audiences. **I was responsible for instilling world class people-practices and efficient Internal Operations, which include Finance, Legal, Corporate Structuring, Administration & IT, at Datawrkz. I joined this startup founded by an IIMA course-mate and friend to get a closer look at other Business Functions.**
- **Indus Valley Partner**(<https://www.ivp.in/>) is a niche technology consulting and solutions provider, focused on the Alternative Asset (primarily Hedge Funds) management industry. It has an employee base of 450+ and offices in Noida, Mumbai, New York, Salt Lake City (Utah) and London. **My role was to own all people related practices and take them to the next level.**
- **iRunway** is a team of technical consultants in the field of IP litigation, funded by a PE firm, Lumis Partners (<http://lumispartners.com/>) . It has offices in Bangalore, Austin (Texas, US) and Palo Alto (California, US). My role was to build and stabilize the HR function in the early years of the startup, in general, and to attract

*and retain the right talent. The company has been acquired by one of the big names in the IP Consulting space, UnitedLex. **My mandate was to establish people-related practices in the early stages of the startup.***

Indian Coast Guard(Jan 1988 - Mar 2008)

Indian Coast Guard is an armed force of the Union, under the Ministry of Defence, with a wide charter of duties ranging from Anti-Smuggling, Anti-Poaching, Maritime Reconnaissance, Search and Rescue at sea, Pollution Response etc. I was in prime leadership positions for more than 8 years, where I commanded two ships and one air unit. In addition, I had the privilege of directing Corporate HR functions for more than 3 years at the Service Headquarters for an employee base of about 8000+. I was also part of the VIth Pay Commission representing the interests of my Service and a key member of the Recruitment Rules review team.

Education & Certifications:

- **PGPX, IIM Ahmedabad, 2008-09.**
- *MBA with HR as major from Symbiosis Institute of Business Management, Pune, India with A+ Grading, in 2004 – 2006*
- *Accomplished full-time course in Behavioral Description Interviewing (BDI) Skills from Defence Institute of Psychological Research, Delhi, India in 2005*