

DEEPIKA RAO

Vice President, People & Culture
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PROFILE

HR leader with 14 years across IT services and product companies. Scaled hiring from 300 to 4,000 people, rebuilt performance management and cut regretted attrition by a third.

SKILLS

HR: Talent acquisition, performance and rewards, org design, employee relations, DEI

Tools: Workday, SuccessFactors, people analytics in Power BI

Languages: Telugu (native), English, Hindi, Kannada

PROFESSIONAL EXPERIENCE

Vice President, People & Culture 2020 – Present

Nimbus Software

- Lead a 60-member HR team for 4,000 employees in 5 countries.
- Cut regretted attrition from 18% to 12% with career frameworks and manager training (sample data).
- Rolled out a hybrid-work policy and a new HR system in 6 months.

Senior HR Business Partner 2015 – 2020

Tidewater Cloud

- Partnered with engineering leaders for a 1,500-person division.

HR Generalist 2011 – 2015

Bluepeak Systems

- Campus hiring, onboarding and employee relations.

SELECTED PROJECTS

Career architecture for engineering 2022

Nimbus Software

- Six-level career framework with skills rubrics for 2,600 engineers; promotion disputes fell sharply.

Hybrid-work playbook 2021

Nimbus Software

- Policy, manager toolkit and office redesign across 5 locations; 89% employee approval in survey (sample data).

Campus-to-corporate programme 2018

Tidewater Cloud

- 12-week onboarding for 400 graduates a year; first-year attrition halved.

EDUCATION

MBA, Human Resources 2009 – 2011

Deccan School of Business Management

B.A., Psychology, Sociology, English 2006 – 2009

St. Ann's Plains College, Hyderabad

CERTIFICATIONS

- Senior Professional in Human Resources (international certification)
- Certified coach (ICF ACC level)

- POSH trainer certification

AWARDS & HONOURS

- Top 50 HR Leaders, national HR forum (2023)
- Best Workplace for Women (company award, 2022)

TALKS & PRESENTATIONS

- Panel: "Designing careers, not ladders", National HR Leadership Summit, Hyderabad, 2025.
- Talk: "What hybrid work taught us about managers", People Analytics Forum, Bengaluru, 2024.
- Workshop: "Inclusive hiring for tech teams", Women in Tech Conference, Pune, 2023.

TEACHING & TRAINING

- Guest lectures on talent management at 3 business schools

COMMITTEES & COMMUNITY

- Mentor, women-in-leadership network
- External member, Internal Committee (POSH) for two companies

REFERENCES

Available on request.