

Deputy Manager – Talent Acquisition

Location	Mumbai HO
Department	Human Resources
Reports to	GM – HR
Experience	8–10 years in Talent Acquisition, preferably in the pharmaceutical sector
Qualification	MBA in Human Resources or equivalent; a degree in Life Sciences/Pharmacy is preferred

About the role

MacChem is hiring a Deputy Manager to lead talent acquisition across plant and corporate functions for its API business. This individual-contributor role combines strategic hiring, stakeholder management, and workforce planning, and calls for strong relationship-building in a pharma hiring environment.

Key responsibilities

- Own end-to-end recruitment for niche and critical roles across R&D, Manufacturing, Regulatory, and Corporate functions
- Draft job descriptions, benchmark the market, and build industry networks to source specialized talent
- Manage stakeholder and vendor relationships, including recruitment-consultant negotiations
- Drive a structured, SOP-based recruitment process and maintain accurate hiring trackers and dashboards
- Support succession planning and annual manpower budgeting with HR leadership
- Improve candidate experience, sourcing strategy, and employer branding

To apply, email your CV to careers@macchemgroup.com, quoting the role title. No application fee, no third-party portal, ever.

MacChem — a Naprod group company.