Kaamfu

HR Manager

Description

Kaamfu Inc. is seeking an AI-Driven HR Manager to lead and optimize our human resources operations with a focus on automation, efficiency, and technical recruiting. The ideal candidate will have deep expertise in leveraging AI for HR processes, implementing Applicant Tracking Systems (ATS), and driving fast, data-driven hiring decisions. This role is critical to ensuring Kaamfu scales rapidly while maintaining a high-performance workforce.

Additionally, the HR Manager must have a strong understanding of the Kaamfu Skill Matrix and ensure their expertise aligns with the appropriate level. This framework categorizes skills based on technical proficiency, adaptability, and strategic HR execution. Candidates must demonstrate experience operating at this level to effectively recruit, assess, and manage talent in a structured, AI-driven work environment.

Responsibilities

- AI-First HR Strategy: Implement AI-powered automation for hiring, onboarding, performance tracking, and workforce planning—manual-only HR processes will not be considered.
- Applicant Tracking System (ATS): Deploy and manage an ATS to optimize recruitment workflows and maintain structured candidate tracking.
- HR Data & Records Management: Organize and digitize all historical HR records, ensuring compliance, accuracy, and accessibility.
- Technical Recruiting: Lead end-to-end hiring for software engineers, AI specialists, and SaaS professionals, understanding technical skill requirements and market trends.
- Agile HR Operations: Streamline policies and processes to ensure rapid decision-making, hiring agility, and minimal bureaucratic delays.
- Performance Management: Develop real-time performance tracking systems, integrating AI insights to assess employee engagement and efficiency.
- Salary & Increment Planning: Design a cost-efficient, performance-driven salary review framework with structured quarterly increments and clear communication strategies.

Skills & Competencies Required

- AI & Automation Proficiency: Strong understanding of AI-powered HR tools and their application in hiring, payroll, and workforce analytics.
- ATS Implementation Expertise: Experience setting up and optimizing ATS platforms for structured, scalable hiring.
- Technical Hiring Acumen: Proven track record in recruiting software engineers, AI/ML specialists, and SaaS talent.
- HR Data Organization & Compliance: Ability to clean, structure, and maintain digital HR records with full regulatory compliance.
- Agile & Lean HR Practices: Experience in fast-moving, high-growth environments, ensuring HR functions align with business scaling needs.
- Performance Management & Compensation Planning: Skilled in designing real-time performance tracking and compensation structures.
- Management Experience (Level 6): Must be capable of hiring and efficiently managing a small team performing administration, HR, and internal support

Hiring organization
Kaamfu

Employment Type
Full-time

Industry
IT

Job Location
Remote work from: India

Date posted
March 21, 2025

operations. Additionally, the ability to meaningfully contribute to finance in a supporting role is important.

- Exceptional Communication & Stakeholder Management: Ability to collaborate with leadership, hiring managers, and employees to drive HR success.

Qualifications

- Certified Professional in HR (PHR, SPHR, or SHRM-CP) – Preferred
- Experience with AI-powered HR software & ATS platforms – Mandatory
- Background in high-growth SaaS or AI-driven companies – Preferred
- Technical recruitment in modern web technologies – Mandatory

Kaamfu is building the future of work, and our HR function must reflect that. We are not looking for someone who spends all day on manual processes that can be largely handled by ChatGPT and other automation software. The traditional HR role is gone. Instead, we want someone hungry to learn the modern ways, embrace AI, and drive HR forward with cutting-edge automation and strategic thinking. If you are an AI-first, results-driven HR leader ready to transform hiring and workforce management, we want to hear from you!

Experience
Experience Required: 8-20 years