



Location: Bangalore

About the Role: Are you a meticulous and experienced professional passionate about labour laws, regulatory compliance, and ensuring ethical and compliant business operations? We're searching for someone with a proven knack for navigating the complexities of labour legislation, adept at implementing robust compliance frameworks and mitigating risks. If you thrive on maintaining legal adherence, fostering fair workplace practices, and contributing to a strong ethical foundation, this might just be your calling.

What You'll Be Up To:

Compliance Strategy & Implementation:

- Strategically develop and execute comprehensive labour compliance frameworks, proactively safeguarding RVAI Global's adherence to all national, state, and local labour laws and statutory requirements.
- Implement and maintain robust internal policies and procedures to align with evolving labour legislation and best practices.

Regulatory Adherence & Reporting:

- Ensure timely and accurate filing of all statutory returns, reports, and documentation related to labour laws (e.g., PF, ESI, Gratuity, Professional Tax, Shops & Establishments Act, Contract Labour Act, etc.).
- Act as the primary point of contact for labour authorities and facilitate smooth inspections and audits.

Advisory & Risk Mitigation:

- Provide expert advice and guidance to management and employees on all labour compliance matters, including but not limited to, employment contracts, working hours, wages, leave policies, disciplinary actions, and termination procedures.
- Identify potential compliance risks and proactively develop strategies to mitigate them, ensuring the company's legal standing and reputation.

Record Keeping & Documentation:

- Maintain comprehensive and up-to-date records of all employee-related documentation, statutory registers, and compliance filings in an organized and accessible manner.
- Ensure data privacy and confidentiality in handling sensitive employee information.

Internal & External Liaison:



- Collaborate closely with HR, Legal, Finance, and Operations teams to integrate labour compliance requirements into daily business processes.
- Liaise with external legal counsel, consultants, and government agencies as required for expert opinions and clarifications on complex compliance issues.

Training & Awareness:

- Conduct regular training sessions and awareness programs for employees and management on labour laws, company policies, and ethical workplace practices to foster a culture of compliance.
- Stay relentlessly ahead of amendments and new developments in labour legislation, sharing insights and updating internal stakeholders.

Who You Are (Your Superpowers):

- You've got 5-8+ years of progressive experience in labour compliance, with a strong preference for candidates who have a proven track record in the IT/Tech industry or a similar fast-paced corporate environment.
- You possess deep familiarity with Indian labour laws and statutes, including but not limited to, the Factories Act, Shops & Establishments Act, Provident Fund Act, ESI Act, Payment of Wages Act, Minimum Wages Act, Payment of Gratuity Act, Contract Labour (Regulation & Abolition) Act, and POSH Act.
- Demonstrated success in managing end-to-end labour compliance processes, including statutory filings, audits, and advisory roles.
- You are highly detail-oriented, analytical, and possess excellent problem-solving skills with the ability to interpret complex legal texts and apply them practically.
- Exceptional communication, interpersonal, and negotiation skills with the ability to influence and build rapport at all organizational levels.
- You are a strategic thinker, results-oriented, and adept at ensuring legal adherence while supporting business objectives.
- Demonstrated proficiency with modern HRIS and compliance management software (e.g., SAP SuccessFactors, Workday, or dedicated compliance platforms) is highly preferred, showcasing your ability to leverage technology for efficient compliance.

Why Join Us:

- Be the guardian of our ethical foundation, directly enabling RVAI Global's pioneering work in AI by ensuring a robust, compliant, and fair workplace. Your expertise will empower our teams to innovate with confidence.
- Work in a dynamic environment, contributing to the foundational strength and reputation of a forward-thinking company.



- Opportunity to grow with a company that's just as forward-thinking as the AI solutions we deliver, playing a central role in their sustainable development.

If your dream job involves pioneering ethical workplace standards and building the compliant foundation for a leading AI company's innovation—then take the next step. Apply now to shape the future of work with RVAI Global!