

Contact

www.linkedin.com/in/shujarashid
(LinkedIn)

Top Skills

Training and Development
Business Development
Organisational Change

Languages

Hindi
Sanskrit
Kashmiri

Certifications

CCNA

Publications

PPP; The IT Infrastructure
Development for Sustainable Growth

Shuja Rashid

R4R Client Engagement Manager - Onsite @ Facebook - Rose International.
Livermore, California

Summary

Successful manager with over 18 years of progressive innovation in delivery of complex Talent Acquisition and IT Solutions within a global environment.

Perceptive leader in advancing alliances with strategic partners through solid understanding of recruitment, technology, industry-specific business processes, and organizational culture.

Inspirational communicator who generates results with high levels of team engagement and individual accountabilities with projects that meet or exceed technical objectives and profit targets.

Key Competencies

Talent Acquisition
Strategic Recruitment
Technical Resource Management
ATS, VMS
Training & Development
Branding, Social Media
Business Development

Experience

Facebook

R4R Client Engagement Manager - Onsite @ Facebook
October 2017 - Present
Menlo Park

Provided with an awesome opportunity by Rose International to work with (Facebook, WhatsApp, Oculus & Instagram)

Industry: Online Social Media, Social Networking, and VR Services.

Leading an awesome team of recruiters, sourcers, to support multiple groups within the technology and engineering domains, my role includes recruiting, stakeholder engagement, facilitate and maintain a new hire program, new hire socialization and transition and introduction to company policies. To understand business needs and convert them into job descriptions, convert the job description into realistic pipelines, source to create those pipelines and

then sell those pipelines to the key stakeholders -- essentially: Source-Recruit-Coordinate-Repeat..within R4R program.

Sonneteck LLC

Talent Acquisitions & IT

October 2015 - October 2017 (2 years 1 month)

San Jose, California

A manufacturer of lighting products for the residential, commercial, office, industrial and agriculture sectors.

Report directly to the CEO and maintain full P&L responsibility; manage on- and offsite teams with 41 resources in technical recruitment, business development marketing, offsite manufacturing, and R&D. Execute up to 3 major projects and additional ancillary projects annually, with budgets of up to \$1.5M within a hybrid Watergile environment.

- Chief contributor in talent acquisition activities from recruiter training, applicant reviews, interviews, salary negotiations, and onboarding. Introduced cross-functional skills hiring, reducing FTE requirements. drove hiring strategy, compensation, and workforce planning, while partnering with HR and other organizational ecosystems.
- Designed performance management programs that created an inclusive framework and accountabilities for both individual and team performance, which also included an anonymous feedback loop.
- Partnered with local universities with internships focused on researching emerging technologies, for potential product development, all at low or zero expenditures.
- Extended the offshore staffing effort, generating reduced costs, while maintaining overall productivity and quality.
- Engineered the US HQ team from scratch, including full-cycle recruitment, website development, business plans for the UK, India, and Dubai. Created the offsite business plan for offshore financial management and IT services.
- Created 'Project Fork' an intranet-based project management tool that significantly improved project team communications on milestones, schedule/ budget, and other metrics, allowing for expansion of the client base and increased market share.
- Slashed IT costs by up to 43% through in-house development of VPN, FTP, IoT, Intranet, Web, and Mail servers, and cloud management as well as deployment of secure, scalable software and OS's (e.g. CENT OS).

Rose International

Account Manager IT Talent Acquisitions

June 2014 - October 2015 (1 year 5 months)

San Francisco Bay Area

A provider of IT and workforce solutions.

Oversaw the Technical Talent Acquisition Program including the client relationships. Managed a staff of 20 on- and offshore recruiters, along with 3 client development managers, providing IT staffing solutions for major banking, aerospace, governmental entities. Administered classification and compensation schemes, along with applicant testing.

- Provided superior customer service, meeting compliance with stringent requirements and serving as the single point of contact for premier accounts, including Wells Fargo, Boeing, Federal Reserve Bank, and Cal Water.
- Provided mentoring and team building activities including social events, promoting employee engagement.

CBS Inc,

Account Manager-Technical Recruitments

October 2013 - May 2014 (8 months)

Newark, CA

A provider of technology and business staffing services.

Represented the company in recruitment efforts with major accounts, such as Salesforce and SAP and sole-source contact for The Gap and CA Technologies. Managed 3 onsite and 16 offshore recruiting resources. Created a vendor pool to enhance quality talent.

- Oversaw maintenance and reporting of staff management and applicant tracking systems that included JobDiva, IQNavigator, Beeline and Fieldglass.
- Closed over 80 executive and 15 middle-management IT positions, including Product/Program Managers, Programmers, and Business Analyst.
- Boosted account growth by over 25% per quarter.

NIIT Limited

Subject Matter Expert (Consulting)

June 2012 - August 2013 (1 year 3 months)

Conducted consultation services in conjunction with content development and curriculum design for over 20, IT-based learning courses focused on Networking, AI, and DBMS. Reviewed content for clarity and accuracy, congruent with specifications. Created online help and self-study modules.

McDonald's Corporation

Quality and HR

April 2010 - March 2012 (2 years)

United Kingdom

Initially hired as a crew member during MBA studies and achieved the fastest-ranked promotion to HR manager within 12 months. Managed two 24/7/365 operations seating 107 customers.

- Recruited & Trained the team in general food service operations, customer service, POS operations, health, and hygiene.
- Achieved the highest grossing facility at the Summer Olympics, with a 98% customer satisfaction record and scored 2nd in health and hygiene within the region.

ICTA

Manager Relationships and Development

June 2008 - January 2010 (1 year 8 months)

Served as a member of founding team for North India; created the organizational documents and played a key role in defining the overall strategy. Initially headed HR and transitioned into the relationship and business development role.

- Successfully managed acceptances into the organization for 37 IT companies within the state. Subsequently, created the first-ever liaison between the state government and private IT sector.
- Organized the first IT fair, allowing tech companies to display products to venture capitalist and the public. This event was well-received with 4,000+ attendees and a significant number of government officials.

Syntel inc

Assistant Manager – Technical Recruitments

June 2006 - February 2008 (1 year 9 months)

Mumbai Area, India

Managed a recruiting team of 27 members; built and hired an organizational talent pipeline of IT and finance professionals (20%/80% respectfully), for projects in India, Singapore, and the UK. Oversaw client relations, staff training, and day-to-day management of activities meeting timeline and quality metrics.

- Personally, managed recruitment of executive and senior-level positions in project management, legal, marketing, and technology sectors. Increased the closure rate and lowered costs by promoting face-to-face interviews as opposed to video on online methods.
- Achieved ~100% increase in the closure rate, against internal timeline measures.
- Received 98% positive feedback from 3rd party consultants from 29 lectures presented on training, orientation, HR policies, and team building exercises.

University of Science and Technology, Srinagar

In-charge IT / In-charge Hiring & Placements/ Executive Assistant to Vice Chancellor

February 2004 - June 2006 (2 years 5 months)

Srinagar Area, India

Reported to the Vice Chancellor and served in defining strategy on the documentation team. Additionally, managed the IT infrastructure along with upgrades, maintenance, security policies and support.

- Accomplished an 80% placement rate for MBA and MCA graduates through creation and facilitation of placement training.
- Set up the network infrastructure; deployed an in-house ERP development; made performance enhancements to the network shifting from LAN to WAN solutions and implementation of database and backup servers.

IBM

Senior Technical Consultant Recruitments/Sr. Trainer "Technical" Human Resources

January 2001 - July 2004 (3 years 7 months)

Multiple

Directed all offshore recruitment and client relations for major Fortune-level IT hardware and software vendors. Developed training programs including "train-the-trainer" modules in multiple technologies including Lotus Notes, Domino Servers, and Citrix.

- First to receive the Best Trainer award, within four months, beating the previous record of 27 months.

Eureka Infotech

Admin/Computer faculty

March 1998 - May 2000 (2 years 3 months)

Multiple

Was part of the technical training and administrative faculty for Eureka Infotech. Trained 7 batches of average 35 students on programming skills including C, C++, Java and Computer Architecture

Education

Sheffield Hallam University

MBA, Business Administration and Management, General · (2010 - 2011)

International Technological University

Master's degree, Computer Engineering · (2013 - 2014)

IGNOU

Master of Computer Applications (MCA), Computer Programming, Specific Applications · (2002 - 2005)

IGNOU

Bachelor's degree, Computer Software and Media Applications · (1999 - 2001)

GGM Science Collage

Bachelor of Science (B.Sc.), Biology/Biological Sciences,
General · (1998 - 2001)