

ADITHYAN VISWAN

Senior Talent Acquisition Specialist

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Location: Bengaluru, Karnataka, India
Experience: 5+ Years in Global Talent Acquisition

PROFESSIONAL SUMMARY

Results-driven Talent Acquisition Specialist (he/him) with **5+ years of proven expertise** in end-to-end recruitment and executive hiring across India, UAE, KSA, EMEA, and APAC regions. Specialized in developing and executing data-driven recruitment strategies, driving DEI initiatives, and leveraging AI-powered sourcing tools to deliver exceptional stakeholder and candidate experiences. **Multiple-award winner** with expertise in Emiratization/Saudization hiring strategies and virtual recruitment campaigns.

CORE COMPETENCIES

Strategic Recruitment	Technology & Analytics	Global Operations
Executive & Lateral Hiring	AI-Powered Sourcing	Global Talent Acquisition
Recruitment Strategy Development	Data-Driven Hiring Analytics	EMEA, APAC, Middle East Operations
Pipeline Management	ATS Platforms & Reporting	Emiratization & Saudization
Stakeholder Management	Market Intelligence Tools	Cross-Cultural Communication
Diversity & Inclusion	Process Optimization	Vendor Management
DEI Hiring Strategies	SLA Management	Vendor Partnership Development
Underrepresented Group Outreach	Process Standardization	Performance Monitoring
Inclusive Recruitment Practices	Quality Assurance	Strategic Sourcing

PROFESSIONAL EXPERIENCE

Talent Advisor | AtkinsRéalis

Bengaluru | March 2024 – Present

Tools & Platforms: LinkedIn Recruiter, Beamery, Advanced ATS, Excel Analytics, Market Intelligence Tools

- **Strategic Leadership:** Led comprehensive hiring initiatives for Strategy & Advisory, Infrastructure (Power), and Cost & Commercial Management across multiple business units
- **Regional Expertise:** Designed and executed tailored recruitment strategies for EMEA & APAC markets, achieving high closure rates for niche and high-demand roles
- **Specialization:** Developed expertise in Emiratization and Saudization nationalization hiring strategies, supporting regional compliance and diversity goals
- **Innovation:** Pioneered AI-driven sourcing techniques, streamlining candidate discovery for complex technical skills and executive roles
- **Global Operations:** Successfully led virtual hiring campaigns across Saudi Arabia, UAE, and Far East Asia, expanding talent pipeline reach
- **DEI Champion:** Implemented comprehensive Diversity & Inclusion strategies, significantly improving representation of underrepresented groups

Recruitment Analyst | Accenture Middle East

Remote | January 2022 – March 2024

Tools & Platforms: LinkedIn Recruiter, Bayt, Beamery, Market Intelligence Platforms, Advanced ATS Systems

- **Multi-Region Leadership:** Served as lead recruiter for Strategy & Consulting, Operations, Song, and Industry X business units across Dubai, Abu Dhabi, and Riyadh
- **Executive Partnership:** Collaborated directly with C-level executives and senior stakeholders to align talent acquisition strategies with business objectives
- **Market Analysis:** Delivered comprehensive market intelligence reports and talent landscape analysis to inform strategic hiring decisions
- **Performance Excellence:** Managed complex SLA-based referral, sourcing, and vendor pipelines, consistently achieving timely closures
- **DEI Implementation:** Led diversity hiring initiatives including PWD (Persons with Disabilities), veteran recruitment, and gender diversity programs

Sourcing Specialist | Deloitte (via Source One)

Bengaluru | July 2021 – December 2021

Tools & Platforms: Naukri, LinkedIn Premium, IM Jobs, Monster, Internal Databases

- **Full-Cycle Recruitment:** Managed comprehensive recruitment processes for both IT and Non-IT roles within Enabling Areas business unit
- **Stakeholder Coordination:** Conducted strategic screening, HR interviews, and complex schedule coordination with multiple panelists and candidates
- **Multi-Channel Sourcing:** Identified high-quality candidates through diversified sourcing including job portals, employee referrals, and internal databases
- **Event Management:** Planned and executed bulk hiring events including blitz campaigns, walk-ins, and structured recruitment drives

Sourcing Specialist | Accenture India

Bengaluru | December 2020 – July 2021

- **Corporate Functions:** Managed full-cycle recruitment for Corporate Functions and Strategy & Consulting business units
- **Team Leadership:** Supervised team performance and supported achievement of recruitment targets
- **Vendor Management:** Established and maintained strategic vendor relationships, evaluating progress on open positions
- **Diversity Programs:** Led recruitment for specialized programs including PWD, veteran, and diversity hiring initiatives

Recruiting Intern | Indian Institute for Human Settlements

Bengaluru | August 2019 – July 2020

- **Administrative Excellence:** Managed all recruitment-related documentation, reporting, and communication systems
- **Executive Liaison:** Coordinated directly with CPO and CFO on strategic hiring requirements and organizational planning
- **Process Organization:** Streamlined end-to-end interview processes and maintained comprehensive candidate databases

AWARDS & RECOGNITION

- **Game Changer Award** | AtkinsRéalis | 2025
- **Star of the Business Award** | Accenture | 2023
- **Star of the Business Award** | Accenture | 2022
- **Core Value Champion Award** | Accenture | 2023
- **Core Value Champion Award** | Accenture | 2022

CERTIFICATIONS & PROFESSIONAL DEVELOPMENT

AI & Technology Certifications:

- Career Essentials in Generative AI | Microsoft & LinkedIn | 2023
- Generative AI Certification | Microsoft & LinkedIn | 2023

Diversity & Inclusion:

- Navigating AI Through an Intersectional DEI Lens | LinkedIn | 2023

Platform Expertise:

- Learning LinkedIn | LinkedIn | 2023
- Talent Insight | LinkedIn | 2023

Professional Certifications:

- American Staffing Association Corporate Recruiting Professional Certificate | LinkedIn Learning | 2023-2024

EDUCATION

- **Bachelor of Commerce (B.Com)** - Vijaya College, Bangalore
- **Pre-University & SSLC** - National College, Jayanagar

LANGUAGES

- **English:** Full Professional Proficiency (Native-level)
- **Hindi:** Conversational
- **Kannada:** Native

TECHNICAL EXPERTISE

Recruitment Platforms & ATS: LinkedIn Recruiter (Advanced) | Beamery | Workday |

Job Portals & Sourcing: Naukri.com | Bayt.com | IM Jobs | Monster | Indeed | Glassdoor

Analytics & Reporting: Excel (Advanced) | Recruitment Metrics

Communication & Collaboration: Microsoft Teams | Zoom | Skype for Business

KEY PERFORMANCE METRICS

- **95%+ SLA Compliance** across all recruitment cycles
- **30% Reduction** in average time-to-hire through process optimization
- **85%+ Offer Acceptance Rate** through enhanced candidate experience
- **100+ Executive Placements** across AMEA regions
- **500+ Successful Closures** across IT and Non-IT domains