**Shivam Kumar Rai  
+91 73483-04292**[**srjshivam92@gmail.com**](mailto:srjshivam92@gmail.com) **LinkedIn:** [www.linkedin.com/in/shivam-rai-march2492](http://www.linkedin.com/in/shivam-rai-march2492) **Location:** Noida / Delhi-NCR  
  
**Summary:**

* **Talent Acquisition Expertise:** 7+ years of experience (End to End hiring) in identifying, positioning, and hiring talent across technical, non-technical, Cloud, AI/ML, Cyber Security, ERP/CRM Hiring and GTM roles across various level /industries.
* **Strategic Workforce Planning & Collaboration:** Partner with HR Business Partners (HRBPs), and Centers of Excellence (COEs) to align hiring strategies with business objectives.
* **Contingent Workforce & VMS/MSP Expertise:** Proficient in managing end-to-end contingent workforce programs through Vendor Management Systems (VMS) such as SAP Fieldglass, Beeline, and Coupa. Strong track record of collaborating with Managed Service Providers (MSPs) to streamline external talent acquisition, ensure compliance, and optimize supplier performance.
* **Program Management:** Demonstrated success in leading large-scale talent acquisition and workforce transformation projects, ensuring alignment with organizational goals, timelines, and budget. Adept at cross-functional coordination and delivering scalable recruitment solutions in matrixed environments.
* **Strategic Talent Sourcing:** Utilizing AI-driven tools, job portals (LinkedIn, Naukri, Instahyre, etc.), and advanced search techniques (Boolean, X-ray) to identify top talent.
* **AI-Driven Recruitment & Automation:** Utilize AI-powered tools like HireEZ, Fetcher, and Phenom for automated sourcing, screening, and predictive hiring, optimizing efficiency.
* **Leadership Hiring & Advisory:** Act as a strategic talent advisor to business leaders, providing insights on hiring trends, market intelligence, and succession planning.
* **Executive & Niche Talent Acquisition:** Specializing in sourcing for leadership roles and hard-to-fill technical skills like Embedded Systems, AI/ML, and Cloud Architecture.
* **Passive Candidate Engagement:** Develop and maintain relationships with high-potential passive candidates to ensure a strong pipeline for critical roles.
* **Global & Scalable Recruitment Strategies:** Experience in international hiring and scaling recruitment processes for high-growth or startup environments.
* **Advanced Headhunting & Talent Mapping:** Expertise in market research, competitive analysis, and proactive sourcing to secure top-tier talent.
* **Data-Driven Decision Making:** Leverage HR analytics and Power BI to track hiring trends, optimize recruitment strategies, and improve hiring outcomes.
* **Employer Branding & Market Intelligence:** Enhance talent attraction through employer branding strategies via LinkedIn and other platforms.
* **Diversity & Inclusion Hiring:** Implement DEI-focused hiring initiatives to maintain diversity ratios and ensure an inclusive workplace.
* **Talent Pipeline Development & Forecasting:** Build and maintain strong talent pipelines for current and future hiring needs through proactive sourcing.
* **Process Optimization & ATS/VMS (MSP) Utilization:** Streamline recruitment workflows using ATS tools like Oracle Taleo, Zoho, and SAP Fieldglass, Beeline, IQN, ORC, Workday etc.; for enhanced efficiency.
* **Stakeholder & Vendor Management:** Collaborate with business leaders, hiring managers, and vendors to align hiring strategies and meet organizational goals.
* **Candidate Experience & Engagement:** Ensure a seamless candidate experience through structured interviews, proactive communication, and engagement strategies.
* **Emerging Talent Trends:** Integrate AI-powered recruitment automation, predictive analytics for hiring decisions, and NLP-driven bias-free hiring methodologies.
* **Industry/Domain worked for:** BFSI, MFSI, Chemicals, Oil & Gas, E-Commerce, Trading, Airline/Aviation, Logistics & Transportations, Healthcare, Personal Care & Baby Care Industry, Retail and Fashion etc.

**Educational Details:**

* B.E – Computer Science & Engineering from AVIT Chennai Tamilnadu.
* Senior Secondary Education – PCM from RSYSIC, Barabanki, UP.
* Secondary Education– from MPIC, Gorakhpur, UP.

**Skilled in:** Cold calling, resume sourcing, screening, interviewing, salary/rate negotiation, documents and background verification, offer negotiation, offer generation, pre & post hire on boarding check, headhunting, leadership hiring, team management, stakeholder management, market intelligence, Program Management, Operations Excellence, Service Delivery Management, MSP, Staffing & Payroll Delivery Management.

**Geography Served:** USA, Canada, Mexico, Australia, UK and India.

**Employment Details:**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Company Name** | **Job Role** | **Clients/Service Line Worked** | **Duration** | **Job Type** |
| KPMG India / Manpower Group | Sr. Executive - TA | DEQ, DT, DS, Business Consulting,HCAS | Feb 2025 – June 2025 | Contractual |
| Equifax /TalentAhead | Sr. Executive - TA | Internal Hiring for different location across USA and Pune in India | Feb 2024- June 2024 | Contractual |
| Google India / Randstad | Manager - TA | L3, L4, L5 level hiring for Google Cloud and AI/ML Vertical /Cloud Engineering Vertical | Mar 2022 – Nov 2023 | RPO for Google Office for USA and India Hiring |
| Birlasoft / Adecco | Sr. Executive – TA / Lead Recruiter | Swiss Re, Goldman Sachs, JPMC, Citigroup, Airline Customer, etc | Mar 2021 – Feb 2022 | Contractual |
| Nagarro on Nagarro’s Payroll | Sr. Analyst – Public Enablement | hiring for different customers across USA, Canada. | Feb 2020 – Feb 2021 | Contractual |
| Birlasoft / Kanban | HR Recruiter | hiring for Banking and Airline Customer, E-Commerce Customer across USA and Canada. | Jan 2019 – Jan 2020 | Contractual |

**Training and Certifications:**

* **LinkedIn Certifications:** Recruiting Talent with Social Media, Tips for Writing Business Emails, Creating Compelling Job Description, Niche Recruiting, Tech Recruiting Foundations: 3 Recruiting Software Developers, Tech Recruiting Foundations: 5 Waterfall, Agile, and DevOps for Recruiters, and Tech Recruiting Foundations: 8 Recruiting DevOps.
* Certified hirist.com tech recruiter

**P:S:** References can be provided on request, recommendations from Stakeholders are attached on my LinkedIn profile.

**Declaration:**

I certify that the information provided above is true and complete to the best of my knowledge. I am aware that this self-declaration statement is subject to review and verification and if such information has been falsified, my application will be rejected.

Date: Yours Sincerely

Place: Noida Shivam Kumar Rai