

## BS. SATHISH KUMAR

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**Total Experience: 12 Years in Recruitment / Talent Acquisition**

### CAREER SUMMARY

- **12+ years of hands-on Recruitment / TA experience IT and Non-IT Domains for India, USA & Canada.**
- Hands-on experience in hiring/recruiting for **Healthcare, Retail and Insurance** Sectors on Contract and Fulltime basis.
- Understanding of hiring needs based on business requirement.
- Direct working experience with **Stakeholders/Client** Partners as **SPOC**, defining recruitment strategy.
- Managing end to hiring of Technical/Non-Technical domains till on-boarding.
- Hiring experience through **Organization Brand building** through social media by posting company news/events besides posting hiring needs on news feed.
- Experienced in handling niche technologies and skills.
- Handled India and North America (US & Canada) recruitment, US Tax Terms (1099, C2C, W2, Fulltime).
- **Process/Training**
  - Understanding of Organizational end-to-end Recruitment Process
  - Adhere of and Practice **ISO/Compliance/Audit** process
  - Handled recruitment process **training**
- **Tools/Sourcing Methods/Strategy/Reports:**
  - Managed the implementation of the Recruitment and reports using Applicant Tracking System (**JobsDiva, Bullhorn, Ciepal, ORC, Taleo**) till on-boarding
  - Extensive hiring experience through social media like **LinkedIn, Facebook etc.,**
  - Hands-on experience with **Dice, Monster, Ladder, Naukri**
  - Sourcing through different market channels, Fetching candidates other than Job portals like (**X-ray Search, Google Syntax engines, GitHub/Stack overflow**)
  - Connecting with potential candidates directly through social media and covert them into potential hires
- **Challenges & Appreciations:**
  - Sourcing niche skill resources with given budget/cost/salary is always a challenge, but have successfully hired candidates within the budget and as per company salary matrix.
  - Successfully ensured to keep more GPM/EBITDA to get revenue to the organization through every hiring.
  - Grown the company by hiring more fulltime positions and made profits to the organizations.
  - Earned many appreciations from the management for successfully closing positions within the stipulated time line especially niche skills.

## PROFESSIONAL EXPERIENCE

- ✓ **Senior & Lead – Recruiting, UST GLOBAL, Trivandrum & Coimbatore, Mar 2020 to Jan 2023**
  - Fulltime/W2 hiring with UST from Technical and Non-technical roles.
  - In-house and external recruitment.
  - As per ISO/Compliance/Audit process will follow for every onboarding.
  - Recruited for US and India.
  - Accounts/Client Handled: Clients (Direct) as SPOC.
    - **Healthcare Verticals:** (Heathproof, BCBSA, IBC, Cotiviti, Walgreens, McKesson)
    - **Insurance & Retail Verticals:** Elevance Health (Anthem Company-Health Insurance), Walmart (Retail), State Auto (Auto Insurance).
- ✓ **Sr TAG (Recruitment), Speridian Technologies, Trivandrum, Oct 2016 to Feb 2020**
  - Assistant Manager-US TAG as needed additional responsibilities.
  - In-house Recruitment
- ✓ **Business Development Manager/Talent Acquisition, Plato BPM, Coimbatore, Jan 2015 to Aug 2016**
  - Promoted from Team Lead to BDM in short period.
  - Focused mostly on niche skills.
- ✓ **Talent Acquisition Executive, Korcomptenz INC, Coimbatore, November 2012 to December 2014**
  - Well versed with Dice, Monster, Ladder, Naukri and LinkedIn
  - Recruited for US (Technical and Non-IT roles)
- ✓ **Recruiter, Nutech System INC - Bengaluru, Karnataka, Dec 2011 to Novr 2012**
  - Every Day We Received Requirements from VMS (Zoniac, Taleo, Synergy)
- ✓ **Jr Recruiter, Co-ordinent Technologies, Coimbatore, Tamil Nadu, Jan 2011 to Dec 2011**
  - Instrumental in marketing our Potential Candidate to Staffing Companies.
  - Peoplecorp is sister company in onsite US (Own H1b On W2)
- ✓ **HR Executive, HIS (India Healthcare Solutions) - Chennai, Tamil Nadu, June 2010 to November 2010**
  - In-house and walk-in Recruitments
  - Conducted interviews for BPO and IT Sectors.

## EDUCATION

M.B.A in HR & Marketing ICFAI, Hyderabad,2010.