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Professional Summary:

- Passionate and skilled recruiter with over 4+ years of experience in technical leadership and midlevel hiring across the United States and India. Successfully placed candidates in roles such as VPs, Directors, Cloud Architects, Product Managers, Cybersecurity Leads, and key midlevel positions including Software Developers, Data Engineers, and SAP Consultants.
- Skilled in building strong talent pipelines through active and passive sourcing using tools like LinkedIn Recruiter, Dice, JobDiva, Ceipal, and Boolean search, with a proven ability to attract top talent from competitive and fast growing markets.
- Provides market intelligence to hiring teams, including insights on salary benchmarks, talent availability, and competitor movement to guide decision making and set realistic hiring strategies.
- Maintains a strong focus on quality of hire, reducing time to fill through effective screening and alignment.
- Ensures a transparent and professional hiring experience for candidates and internal teams by offering clear communication, regular updates, timely feedback, and full support throughout the recruitment cycle.
- Builds long term relationships with candidates and hiring teams through trust, responsiveness, and a consistent focus on delivering value. Supports organizational growth by placing the right people in the right roles.

Academic Qualifications:

Higher Secondary from Gujarat State Education Board
Bachelor of Arts Rabindranath Tagor University

Key Skills

✔ Boolean search strategies
✔ IT candidate sourcing & talent acquisition
✔ Resume screening & applicant evaluation
✔ ATS (Applicant Tracking Systems) management
✔ Technical screening & interview coordination
✔ Executive & Niche Technical Hiring
✔ Stakeholder & Vendor Management
✔ ATS & Recruitment Analytics
✔ Negotiation of compensation & offers
✔ Market research & competitive intelligence
✔ Diversity hiring & inclusion strategies
✔ Strong understanding of US work authorization

Professional Experience:

Delta System and Software, Vadodara, Gujarat   **Jan 2025 - Present**
Senior Talent Acquisition Specialist

- Led hiring efforts across India and the U.S. to find and place top talent in leadership roles such as Directors of IT Sales, VPs of Engineering, SVPs of Cloud Solutions, SAP Leads, Cybersecurity Heads, and AI/ML Experts.

- Worked directly with startup clients (AI & Digital Transformation, and AI based Chatbot Development companies) to hire C level candidates for both technical and management positions.
- Focused on passive sourcing to find top leadership talent from growing competitor companies, ensuring clients receive high performing candidates with proven industry experience and leadership success.
- Worked as the main point of contact for the IBM account (via a US based recruitment firm), managing hiring for both high volume and senior/niche roles across the United States.
- Closely worked with CEOs and Director to understand urgent job needs and created hiring plans based on their requirements.
- Sourced candidate through Naukri.com, Dice, LinkedIn RPS, and internal databases.
- Built and maintained strong professional relationships with senior candidates, staying in touch with them and guiding them through the hiring process.
- Conducted video screenings to check leadership experience, technical knowledge, and whether the candidate would be a good fit for the company.
- Created and followed diversity hiring plans to help clients build inclusive teams and bring in leaders from different backgrounds.
- Handled job intake meetings/Supplier calls, tracked open positions, and gave weekly updates to clients on hiring progress and challenges.
- Used Internal tool to manage job applications, track candidates, and share reports.
- Reviewed resumes and profiles carefully to find the best fit candidates for each leadership role.
- Used advanced search techniques and platforms like LinkedIn RPS, Dice, and Google XRay to find senior level professionals from top companies and competitors.

Reason for GAP: I had to take a personal leave to care for my father after he was involved in an accident.

Integrated Resources Staffing Pvt Ltd, Vadodara, Gujarat   **May 2023 - Sep 2024**
Senior Recruitment Executive
- Managed full cycle executive and leadership hiring initiatives for high profile IT and SaaS based clients, including C level (CTO, CIO, CISO), VP, and Director level roles across engineering, cloud, product, and data domains.
- Partnered directly with hiring managers, business leaders, and client side stakeholders to understand organizational goals and deliver tailored sourcing strategies aligned with executive hiring needs.
- Led recruitment strategy and pipeline development for hard to fill, high impact leadership roles.
- Devised and executed executive sourcing plans using LinkedIn Recruiter, Boolean search, competitive intelligence mapping, and referral networks, integrated tools like ContactOut, Lusha, and RocketReach to improve outreach effectiveness.
- Built strong relationships with candidates, handled salary/Pay rate discussions, and helped them smoothly join the company.
- Consulted clients on compensation benchmarking, market availability, and role positioning to attract top tier talent in leadership and niche domains.
- Maintained accuracy and compliance within the ATS (JobDiva), ensuring proper documentation and communication across client and internal hiring teams.
- Demonstrated strong expertise in managing W2 contract, and Fulltime/Direct Hire placements for both executive and technical domains.
- Consistently recognized for delivery excellence achieved Top Performer status for Q1 2024 and contributed the highest annual Gross Profit (GP) in 2023.
- Acted as a relationship builder and trusted advisor for both candidates and clients, creating long term partnerships and repeat business through credibility, responsiveness, and industry knowledge.
- Proactively stayed current with emerging technologies and market trends to continuously improve executive sourcing capabilities and reduce time to hire.

- Out of 18 successful starts, 11 were in the Pharma IT, State IT, and Manufacturing domains, while 7 were in Non IT requirements, generated a Gross Profit (GP) of $153.

Photon, Vadodara, Gujarat   **Mar 2022 - May 2023**
Recruitment Consultant
The company closed its operations in Vadodara

- Successfully recruited across the United States for specialized roles in supporting clients in IT, and Ecommerce sectors.
- Maintained strong, long term relationships with candidates through consistent communication, providing regular updates, addressing concerns, and offering personalized support throughout the recruitment lifecycle.
- Conducted in depth screening calls to evaluate candidates technical capabilities, work history, relocation flexibility, and long term career goals, ensuring alignment with client expectations.
- Educated candidates about the company, project scope, role responsibilities, and client priorities to improve preparedness and increase interview success rates.
- Hired executive level candidates from highly competitive markets by identifying passive talent, leveraging market intelligence, and engaging in consultative discussions that addressed career aspirations and value propositions.
- Executed competitor hiring strategies by targeting talent from direct competitors, analyzing industry movements, and leveraging professional networks to tap into exclusive candidate pools.
- Partnered closely with hiring managers and account leads to customize sourcing strategies and submit tailored, well vetted profiles aligned with business critical hiring needs.
- Sourced candidates using LinkedIn Recruiter, Dice, Ladders, referral networks, and sourcing tools like ContactOut and Lusha, maintaining a consistent pipeline of high quality talent.
- Coordinated interviews, managed candidate experience end to end, and negotiated offers, ensuring smooth onboarding while upholding compliance and client policies.
- Proactively gathered feedback from clients and candidates at every stage to improve alignment, optimize the hiring process, and reduce time to fill metrics.
- Recognized as Top Performer in Q3 2022 and Q1 2023, awarded an Amazon voucher worth $400 for outstanding performance.
- Achieved 8 successful placements, including 3 with Federal Government clients and 5 with IT and Ecommerce companies, generating a Gross Profit (GP) of $116K.

Rishabh Software, Vadodara, Gujarat   **Apr 2021 - Mar 2022**
Trainee Recruiter / Technical Recruiter

- Started my recruitment career at Rishabh Software, collaborating closely with the US based hiring team to support recruitment efforts for their enterprise level client accounts and build a solid foundation in U.S. hiring practices.
- Managed the complete recruitment process, from understanding job requirements and sourcing candidates to conducting technical screenings, scheduling interviews, and collecting post interview feedback from hiring teams.
- Focused on hiring for various employment types, including W2 contracts, Contract to Hire (C2H), and Fulltime roles, aligning hiring strategies with project scope, timelines, and organizational goals.
- Consistently maintained strong conversion ratios from candidate submittals to interviews and offers through deep technical evaluations and alignment of candidate experience with role expectations.
- Supported both high volume and niche hiring initiatives for globally recognized technology clients, including Microsoft and Amazon, across complex and evolving technology landscapes.
- Applied strong knowledge of current technologies, market trends, and competitive landscapes to effectively engage and secure high quality talent in a competitive hiring environment.
- Delivered a seamless experience for candidates and internal teams by ensuring consistent communication, resolving queries efficiently, and guiding candidates through each stage of the hiring process with clarity and professionalism.