

BISHNU PARIDA

Senior Talent Acquisition Executive

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Summary:

- 6+ years of total experience and 4+ years of relevant experience in Talent Acquisition and Technology Recruitment, specializing in Product/Domain Hiring.
- In addition to performing 80% of the work as a solo contributor for sourcing talents from social media and job portals.
- Handling 10 plus requirements at any given point in time with more than 15 hired per quarter as a proven track record.
- By maintaining a diversity of 30%, 90% of candidates were successfully on boarded and converted into employees

Work Experience:

Wipro Limited
Technical Sourcer and Recruiter

December 2021 - Present

Key Achievements:

- Screened 200+ applicants, conducted 25+ interviews, and offered jobs to 12 candidates in Q4, 10 Candidates in Q1, and 15 Candidates in Q2.
- Ability to handle 10+ job requirements at any given time through effective consultation with managers and stakeholders.
- I am appreciated for my ability to consult and manage stakeholders Engagements effectively.
- Ability to inflow/enable profile submissions within one business day of receiving a requisition.
- Reduced time to release offer letter from 1 week to 2 days, time to hire from 30 days to 1 week.

Responsibilities:

- Working with a world-class team to help drive our ambitions and scale to the next level.
- Work closely with stakeholders and hiring managers to develop recruitment strategies to find candidates in the ANZ market.
- As a Sourcer and Recruiter, I focus on Global Business Units such as Cloud Transformation and Digital Experience.
- Passionate about delivering a positive candidate experience from the very first conversation with a candidate.
- Obtain an in-depth understanding of the job, the function, and how it fits within the organization by working closely with senior recruiters and hiring managers. Identify, engage, and activate passive candidates using Boolean, LinkedIn, X-Ray, and other search techniques.
- To develop, execute and drive tactical sourcing strategies to generate candidate flow for open positions and talent pipelines for all functions.
- Create and execute sourcing plans that utilize numerous alternative search strategies to activate & engage passive and active talent.
- Manage the end to end recruitment cycle, conducting in-depth talent assessment, solving recruitment challenges and strategizing and executing on innovative approaches to cultivating talent.
- Reporting data on hiring, sourcing, and submission on a daily, weekly, and quarterly basis by maintaining a diversity hiring rate between 20-30 percent.
- Worked with business, staffing, and hiring stakeholders to build diversity, equity, and inclusion objectives.
- Experience building and utilizing a variety of sourcing plans and tools, including proactive phone and internet research.

- Source, engage and attract top talent for Wipro, to drive growth across Global business units.
- Partner with business leaders and build trust-based relationships, developing a deep understanding of their
- Ability to execute recruiting strategy, including employer promotion in the marketplace, candidate management, diversity sourcing, and interview process management.

Bharti Soft Tech Pvt Ltd

September 2019 - December 2021

Technical Recruiter and Sourcing Specialist

- Work closely with Recruiters and hiring managers to deeply understand the requirements of the role, the function, and how it fits into the organization.
- Partner with Coordinators and Recruiters to manage an efficient model of operation.
- Strategize different ways to build talent pipelines and execute tactical research, referral generation, events, and sourcing campaigns.
- Find, engage and activate passive candidates through the use of Boolean, LinkedIn, and alternative search techniques.
- Use Social Media as a sourcing and branding tool including but not limited to: LinkedIn, Twitter, Facebook, and diversity-oriented sites & blogs.
- Provide subject matter expertise in sourcing techniques, technology and strategies by utilizing industry associations, professional and social networks.
- Screen resumes and interviews candidates to determine basic qualifications. Regularly track pipeline activity to share with internal stakeholders.
- Recommend and drive improvements that impact local pipeline areas.
- Build and share knowledge of skills, target companies, conferences, and open source communities with recruiters and hiring managers.
- Build a diverse pipeline and actively engage in diverse recruiting strategies.
- Utilize data to track and share pipeline activity and market data with internal stakeholders.

Teamlease Services Pvt Ltd

January 2018 - June 2019

Soft Skill Trainer cum Campus/Placement Officer

- Helped over 100+ trainees develop their personalities through soft skills training and helped them to get placed in different companies.
- Organize career days for students and recent graduates by department or field.
Attend college career fairs and interact with students to promote our employer brand.
Conduct interviews, screen resumes, and assess skills for junior positions and internships.
- Report recruitment metrics after every career event, including the number of candidates interviewed and hired.
- Post current open positions to online and offline alumni communities.
- Provide university career counsellors with information about our internship program.
- Place job ads on social media and recruit potential candidates.
- Build and maintain positive relationships with universities and other educational institutions.

Soft skills training involves teaching someone how to improve various attributes. This includes things like their speech, body language, and behavior. This training empowers professionals and gives them the confidence to seize opportunities.

Here are some common modules included in a soft skills training program:

- ★ Behavioral Skills Training
- ★ Personality Development Training
- ★ Confidence Coaching
- ★ Vocal Training
- ★ Team Management and Motivation Training
- ★ Public Speaking Skills

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- Vocal Training.
- Team Management and Motivation Training.
- Public Speaking Skills

Micron Electricals Electrical Engineer

Dec 2015 - Aug 2017

- Planning and supervision of job with proper manpower & site management.
- Ensures that the necessary arrangements are made to hand-over project to client upon completion.
- Communicate with other disciplines and departments to facilitate and manage the project till completion.
- Determined most effective approaches to new projects by reading and analysing blueprints, drawings, and sketches.

Skills:

CORE COMPETENCIES:

Talent Acquisition | Technical Recruiting | Strategic Sourcing & Hiring plan | Boolean Search | X-Ray Search in google | Product Hiring | Volume Hiring | Vendor Management | CTS, ATS | Networking | IT Hiring | Leadership Hiring | Diversity Hiring | Campus Hiring | Social Media Hiring | Strong Sourcing Skills | Offer Negotiation | Recruiting & Retention | Attention to Detail | Communication skills | Employee Relations | Being target-driven | strong Listening skills | In-house Recruitment | Reliability | Talent Management | Internet Recruiting | Database Management | Excel Sheet | Google Sheet | Payment / Finance Domain | E-commerce | MS Office | Excel, PowerPoint, Outlook, Communication Skill, Organizational Skill, Negotiation Skill, recognition and rewards, peak performance, talent Assessment,

TECH POSITIONS I HIRED:

Full-stack | Java | PHP | Quality Assurance | Data Engineer | DevOps Engineer | Business Intelligence | Business Analysts | Database Engineer | iOS | Android | UI/UX | BDE | Tech Lead | Cloud | Salesforce | Solutions Architect | SRE | PEGA | Scrum Master, Open Text Architect, Adobe AEM...

SOURCING CHANNELS:

Indeed, Naukri, SEEK, Monster, TimesJob, LinkedIn, Github, Stackoverflow, IIM Jobs, HIRIST, Instahyre, Boolean101, Google X-Ray Search, E-mail Campaign, Job Posting, ATS tools (ZOHO recruit, Recruitee, iCIMS), and Employee Reference.

Projects Worked:

Zoodmall, Zoodpay, Quickscrum, Blitznet, RMS, TFNSW, ANZ Bank, Suncorp Insurance, Suncorp Bank, TWG, Tally Group, Google, Microsoft, Mastercard, AMP Services, IAG, etc.