

YASHVANTH SIVARUBAN

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SUMMARY

Seasoned Talent Acquisition Specialist with over 4+ years of experience between strategy consulting and end-to-end technical recruitment within corporate services and technology space.

EXPERIENCE

Business Development Specialist – Aisling Group Sdn Bhd (Contract)

June 2024 – Sept 2024

(Contract ended September 2024 and took a career leave to care for parent)

- Part of Aisling Group's [Learning and Development \(Training\) department](#) where I was involved in the end-to-end sales process management, reporting and client account management.
- [Secured billings of over RM36,000 during a three-month tenure](#) for clients ranging from Technology and Energy to Hospitality.

Talent Acquisition Specialist – Recruitopia (RaaS Startup)

May 2023 – Jan 2024

(Retrenched due to closure of company in Mid-December 2023)

- **Talent Acquisition**
 - Designed and implemented streamlined recruitment processes:
 - [Created a TA Process Flow](#) for one of our core models – Executive Search, Contract Outsourcing, Referral Hub.
 - [Developed core recruitment templates](#) – Hiring Intake Form, Candidate Profile, Client Progress Report, Background and Reference Check Form.
 - [Developed structured pre-screening guide](#) for internal purposes (Candidate Call Structure Guide)
 - [Mapped out and developed candidates' journey](#) (using our Referral platform and going through our application process) via UX Journey Mapping methods.
 - [Build a candidate pipeline](#) from scratch which led to an increase in quality-based candidates readily available for clients and reduced time-to-fill.
 - [Created and Managed Applicant Tracking System via Google Sheets](#) which led to improved candidate tracking and data analysis.
- **Client Account Management**
 - [Managed 5 client accounts](#) across the Personal Healthcare, Electronics and Cloud Technology space focusing on junior to management-level roles.
 - Maintained weekly deliverables in terms of quality-focused resume submissions with an average of a [40% conversion rate](#) to shortlisted interviews.
 - [Created a bi-weekly progress report](#) as part of our client management process to ensure consistent quality in terms of deliverables and managing agreed expectations from both sides.
- **Marketing & Communications**
 - [Developed and implemented a LinkedIn Personal Branding guideline](#) for our internal staff to strengthen our company's brand identity which included:
 - Creating/Re-branding your LinkedIn profile
 - Collaborated with CEO in [developing and executing content marketing strategy](#) for Q3/Q4 which resulted in a 20% boost in brand visibility and 15% increase in online engagement.
 - [Authored 2 articles within the Talent Acquisition space](#) focusing on 4 core content pillars we created that surrounded our target audience's critical pain points.

- Specializing across the Technology/IT desk – Java/C#/. NET Developers/DevOps.
- Achieved **first placement valued at RM10, 000 and above within 3 weeks** upon joining the firm.
- **Conducted In-depth market outlook analysis on Q3/Q4 2022 Malaysian IT Talent Market** – hiring trends, salary benchmarks and provided tangible solutions to tackle current local IT Talent shortage across several verticals within the IT Domain for one of our key IT clients.

- **Achieved 100% annual billing target within the first 6 months upon joining** with a key specialization in the corporate division.
- Have been working with clients from Fintech and B2B Digital Marketing to MNC conglomerates across Media and F&B.
- Have **been involved in an RPO project for an MNC conglomerate**, working on marketing-based roles and IT roles with end-to-end exposure from screening to onboarding of candidates.
- Played an advisory role within RPO to level expectations between clients' needs and market benchmark for those roles.

- Assisting project leaders and consultants in a change management project for a major power and utilities company.
- **Conducting analysis and tabulation of data** through Excel spreadsheets.
- **Handling entire project management landscape and conducting probability analysis** through a project management dashboard software.
- Working closely with clients and preparing weekly progress reports based on weekly PMO tracker for partners' and directors' discretion.
- **Supported BCG team in a cost-cutting and rationalization initiative** for a large public sector company within Malaysia.
- **Analyzed current data and created models to showcase potential cost savings** to BCG team for different key areas as part of proposed solution.
- **Facilitated core work stream discussions** targeted at gaining actionable insights on infrastructure logistics and collated data for detailed analysis.

EDUCATION

University of the West of England, Bristol (UK)
Bachelor of Arts (Hons) in Accounting and Finance.

July 2019
Current CGPA: 3.56

SKILLS

Language Proficiencies: English, Malay

HR Technical Skills: Technical Recruitment, Market Mapping, RPO, Business Development, Account Management, Project Recruitment (HVR), Project Management (PMO), Employee Engagement.

Other Technical Skills: Data Analysis, Market Research, Database Management.

Software: Alteryx, Tableau, ATS (Bullhorn, Manatal), HTML, CSS, JavaScript, ES6.

EXTRA CURRICULAR ACTIVITIES

Senior Researcher, Financial Literacy for Youths (FLY) Malaysia

January 2018 – June 2019

- Led a research team of 2 junior researchers and 1 editor per article.
- Publications: A Brief Comparison between GST and SST (2018), A Comprehensive Breakdown of 'Income Tax' (2018), Three Ways to be Financially Free (2018), The Impact of Child Marriages on the Economy (2018).

Top 20 Performer APAC, Credit Suisse HOLT Valuation Challenge 2019

April 2019 – June 2019

- Conducted an intensive comparative analysis between Expedia Group and Booking Holdings within the Travel Industry by utilizing the HOLT framework to determine the most suitable investment option.
- Deduced that Booking Holdings was a suitable investment opportunity given the strong and sustainable business model and a 235% upside on its warranted price relative to Expedia Group

REFERENCES

Available Upon Request