**Dhananjay S Patil**

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**Objective**

* Over 6 years of experience as a Technical Recruiter.
* **Collaborating and Consultation:** Partner with hiring managers and senior leaders to understand business objectives, team dynamics, and specific technical requirements for product technology roles.
* **Strategic Recruitment Planning:** Developing and executing comprehensive recruitment strategies for product technology positions, including sourcing, screening, and attracting top-tier talent.
* **Candidate Sourcing:** Utilizing a variety of sourcing methods, including social media, networking events, and industry partnerships, to build a pipeline of qualified candidates.
* Screening resumes and managing job candidates throughout the hiring process, from interview preparation to final offer negotiation.
* **Market Research**: Stay informed about industry trends, competitor landscapes, and emerging technologies to proactively identify and engage with top talent.
* Having In-depth knowledge of the product development life cycle and technologies relevant to the industry.
* Familiarity with applicant tracking systems (ATS) and recruitment software.
* Creatively sourcing and identifying candidates by utilizing multiple strategies including: LinkedIn, social media, networking, cold calling, direct sourcing and referrals.
* Coordinating the interview process with both onshore and offshore teams and act as a liaison for all persons involved within the hiring process.
* Good experience of sourcing active and passive candidates by using LinkedIn, Boolean search techniques and other creative initiatives.
* Hands on experience on the job boards like Naukri, Monster, Job Diva and LinkedIn.
* Handling technical requirements i.e., Java, .NET, Android, iOS, DevOps, UI/UX, QA Automation, ETL, Power BI, SAP, Salesforce, Embedded System, Oracle DBA etc.

**Educational Qualification**

* BE Computer from North Maharashtra University in 2016

**Work Experience**

**Lancesoft India PVT LTD. Feb 2023 to Jun 2023**

**Responsibilities:**

* Responsible for handling end-to-end recruitment from sourcing to deployment of candidates.
* Screening resumes and shortlisting resumes matching with the job requirements.
* Performing technical screening to assess the ability of the candidates to be considered for the interview process.
* Maintaining effective communication with candidates through the recruitment process (via email, WhatsApp, calls etc.)
* Onboarding candidates by following the firm onboarding policy and procedures.
* Finding creative ways to sourcing candidates and motivate candidates to consider the open positions in the firm.
* Maintaining and developing pipeline of eligible candidates for future open positions.
* Serving as contact person for questions from candidates.
* Meeting weekly quotas related to calls and emails.
* Providing weekly reports on metrics related to sourcing success: such as number of candidates sourced, successful sourcing methods, conversion metrics, etc. to the management team.
* Maintaining accurate and up-to-date records of candidate interactions and progress in the ATS system.
* Ensuring candidates have a positive experience through the application process.
* Building network for potential referrals to grow pipeline.
* Involved in clarity calls with hiring managers.

**Aptask May 2022 to Jan 2023**

**Sr. Technical Recruiter**

**Responsibilities:**

* Managing the end-to-end recruitment process, from sourcing and screening candidates to conducting interviews and making job offers.
* Involved in collaboration with hiring managers and other stakeholders to understand their hiring needs.
* Building and maintaining a strong talent pipeline by proactively sourcing candidates through various channels, including job boards, social media etc.
* Conducting assessments to ensure technical skills and cultural fit of candidates.
* Providing regular progress updates to the team. Lead pre-and post-interview meetings/prep ups.
* Executing the full-lifecycle process, communicating with candidates and stakeholders, including interview scheduling and gathering necessary approvals, maintaining data integrity within our systems, and negotiating offers.
* Strong experience with data mining, lead generation, Boolean searches and other sophisticated sourcing techniques.
* Expert with MS Office Suite software, LinkedIn ATS, experience with ICIMS, Fieldglass.

**Reed and Willow Aug 2021 to Apr 2022**

**Lead Consultant**

**Responsibilities:**

* As a team lead managing team of three recruiters as well as working as individual contributor.
* Reviewing and understanding the client requirements and accordingly execute a search plan for identifying potential candidates to fit the client requirements.
* Sourcing candidates using multiple sourcing channels including internal databases, job boards, head-hunting and networking.
* Understanding candidate profile to evaluate role fitment (Screening & Shortlisting).
* Building and strengthen candidate relationships to be able to network and headhunt passive job seekers.
* Managing scheduling interviews and coordination related activities in the entire recruitment process.
* Building and strengthen client relationships to be able to streamline and improve service delivery.
* Taking ownership for the end-to-end recruitment lifecycle
* Maintaining daily reports in MS Excel for me and my team.
* Experience of ATS like ICIMS, Job Diva, and VMS like Fieldglass and IQN.

**Intelliswift Software India Pvt. Ltd, Pune Feb 2019 to Jun 2021**

**Technical Recruiter**

**Responsibilities:**

* Responsible for handling end-to-end recruitment process.
* Experience of building and maintaining a robust pipeline of potential candidates for current and future job openings.
* Collaborating with hiring managers to understand technical requirements and align recruitment strategies accordingly.
* Conducting thorough technical assessments and interviews to evaluate candidates' skills, experience, and cultural fit.
* Ensuring a positive candidate experience by providing timely and constructive feedback throughout the recruitment process.
* Collaborating with technical teams to gain insights into specific job requirements and technical competencies.
* Communicating effectively with candidates, providing clear information about job opportunities, company culture, and the overall recruitment process.
* Maintaining accurate and up-to-date records of candidate interactions, interviews, and recruitment activities.
* Providing feedback on tools, technologies, and processes to streamline recruitment workflows.
* Handling full time permanent as well as contract positions (C2H).
* Handling technical requirements like Java, .NET, Android, iOS, UI/UX, QA Automation etc.

**Kunsh Technologies April 2017 to Jan 2019**

**Technical Recruiter**

**Responsibilities:**

* Responsible for handling recruitment process and sourcing profiles from job portals.
* Managing interviews, sending calendar invite to folks.
* Making daily reports in MS Excel.
* Hands on experience of ATS like ICIMS, Job Diva, and VMS like Fieldglass and IQN.
* Working experience of handling full time permanent as well as contract positions.
* Formatting resumes meeting client expectations research new technologies