

# Varun Singhi

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A seasoned HR professional with over a decade of experience in BFSI and NBFC sectors. Skilled in delivering effective people management and HR solutions aligned with business objectives and strategies. A motivated and entrepreneurial leader with a track record of success in recruitment and generalist roles.

## WORK EXPERIENCE

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**Car Trade Exchange • Delhi Formally Shriram**  
Automall India Pvt. Ltd

### Deputy Manager - Talent acquisition - Lead & BHR

11/2021 – Present till

- Responsible for PAN India Talent acquisition, employee base 1800 + Employees across PAN India end to end recruitment till to get on board.
- Handled bulk /mass recruitment for used automobile sales hiring, Pre-owned vehicle sales, (OEM sales, Branch sales, Retail sales, Commercial vehicle sales, Construction equipment sales, Farm equipment sales, Online auction sales, Operations, Gold, Customer Support, Bank – BFSI/NBFC, Tele sales, Valuation hiring, Business development, DRA certified / Money collection, etc.) Tech.- hiring (Tech support, Data scientist, Project manager, API – python, PHP, AWS, Android developer, IOS, JAVA, Cloud support, Software developer, Backend developer, Block-chain technology hiring) all 30+ channels, FLS to NFLS & Senior Management Quality hiring.
- Sourcing the best talent from Job Portals (Naukri, & Other Search Engines), Social networking sites, Vendors management / Head hunting/ Campus recruitment / Plan Walk – in drives.
- 9 Team member directly reporting, Assign the target to each team member & collate the report. Focus on Senior Management, Pre-screening by telephonic interviews & connect with Chief officer's belt for final round of clause Interview. Remote location hiring
- Coordinate with short listed candidates, for documents & negotiate on the salary & designation part.
- Promote reference hiring MGM (Member Get Member) Employee Referral scheme in the organization.
- Drafting JD (Job Description) as per requirement of line manager and concern department. Resolve post offer queries liaison between of them and ensure joining at an appropriate time.
- Create pipeline & Back-up pool of senior crucial positions, Manpower budgeting with Business teams for the various requirements Zonal /State/ Branch
- Prepare PPT for Recruitment data & BHR role, attrition % .

**HDFC Life Insurance Ltd • Delhi, Delhi, India**

### Deputy Manager – DELHI /UP.

11/2019 - 12/2020

- Responsible for Talent acquisition 1100 + Employees across Delhi/NCR & UP end to end recruitment. Handled bulk hiring/mass hiring for Agency & Banca, Direct, Defiance, NBFC, all 10 channels, FLS to NFLS management quality hiring.
- Identifying candidates through different source mix like - Job Portal (Naukri, Shine, Monster, Times job),
- Employee referral, Consultancy and Campus, Social Media - IIM jobs, LinkedIn, Quicker, OLX, etc Forecasting yearly Manpower requirements in consultation with VP for the views of meeting business objective and understanding market trends, challenges & attrition, thus lead to hiring in anticipation of demand.

**Q Connect Business Solution Ltd. Formally TATA – Business Support Service Ltd.**

### Assistant Manager - (Delhi/NCR, Rajasthan, Uttar Pradesh, Himachal Pradesh, Haryana)

05/16 - 11/ 2019

- Responsible for **Talent acquisition** 2000+ Employees across, direct Inline reporting of **4 Team members**, Regional Manager - Recruitment my responsibility is to understand business requirements and plan the recruitment drives accordingly.
- Handling complete transition hiring of North – BFSI/NBFC & IT- Company's, (Savantis, HCL, Wipro, Adroit Auto, Car trade tech.) Java developer, .Net, Java full stack, Python, Cloud exp. Web developer, Service desk engineer, Trouble shooter profile, System support, system admin/installation , network hiring, many more as per the client requirements.
- Our client base (IDFC Bank, American express, YES Bank, Standard Chartered, HDFC Life, RBL Bank, Tata Motors, Axis Bank, Tata Capital, Tata Housing finance, Tata Tele Service, STT, Tata Communication, ICICI Prudential, Paytm, Tata AIA, Micro finance, etc.) RPO.
- Hiring 32 different process & departments like – **Sales (all types of Loan & Credit Card), Banking product, Retail Broking, Financials advisors, Collections (Money & Documents), Operations - MIS, Credit analyst, IT/Non IT, Admin, Fraud analyst, Compliance /Legal, Training & Development, Quality analyst, & Verification**

Life insurance sales hiring (Agency / Banca ) etc. rest support function & quality hiring.

**Achievements:**

- **Received appreciation by CHRO, T.S. MOHAN for complete the recruitment in timely & best performances HR award for excellence in Recruitment - North India.**

**IDBI Federal Life Insurance Co Ltd • Delhi**

**Assistant Manager**

**07/2015 - 05/2016**

- Responsible for Talent acquisition 700 Employees across Delhi/NCR end to end recruitment all departments & BHR role.
  - a) Received best recruitment HR award from C H R O Ajay Obroi for excellence in Recruitment NorthIndia.)  
Successfully organizing a full day program for 150+ members of HR function training.

**Axis Bank Ltd • Delhi**

**Regional Human Resources**

**03/2013 - 05/2015**

- Successfully hired 700+ employees for Delhi/NCR region, resulting in improved talent pool and increased productivity.
  - Responsible for manpower **Retail asset's & liability's 19 different verticals and products like (Home loan, Personal loan, Loan against property, Auto loan & SME loans, Retail broking, Credit Card.)** & BHR role.

**EDUCATION**

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**Master Of Business Administration – MPM Core Human Resources**

Jiwaji University • Gwalior, Madhya Pradesh, India

**01/2011**

**Class Xii Education - Commerce**

M.P. Board

**01/2007**

**Class X**

M.P. Board

**01/2004**

B.com Jiwaji University • Gwalior, Madhya Pradesh, India

**01/2002**

**MBA PROJECTS**

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**OJT training**

Minda Silca Engineering Pvt Ltd

**05/2011 - 06/2011**

**Statutory Compliance & Minimum Wages salary Administration**

Kraft Food – Cadbury India

**09/2010 - 10/2010**