



Dia Gangwani

Global Talent Acquisition Specialist | HR Systems Trainee (SAP SuccessFactors EC)

Results-driven HR professional with expertise in talent acquisition, stakeholder management, and workforce coordination. Currently upskilling in SAP SuccessFactors Employee Central to enhance HRIS and data management capabilities. Committed to delivering efficient, compliant, and people-focused hiring solutions in dynamic, tech-driven environments.

Personal Info

- +46734893980
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- Sweden

Skills

- SAP Successfactors (Employee Central)
- Succession Data Model
- Foundation Objects
- Custom Objects
- Full Cycle Recruitment
- Recruitment Strategies
- Effective Communication
- Stakeholder Management
- Agile Methodologies

Languages

- English
- Swedish

Work Experience

SAP Successfactors Trainee, SAP Authorized Trainer (Freelance), Sweden

October 2025 - Present

- Undergoing hands-on training in SAP SuccessFactors Employee Central (EC) with a SAP-authorized Trainer.
- Gaining knowledge of corporate and country-specific data models, including Foundation Objects, and basic HR data structure concepts.
- Learning the fundamentals of role-based permissions (RBP) and their use in controlling access within SAP SuccessFactors.
- Working with Add New Employee functionality, HRIS sync, and basic data import processes.
- Understanding the basics of workflows, event reasons, and dynamic roles/groups in Employee Central.

Talent Acquisition Specialist, erpol AB, Sweden

June 2024 - July 2025

- Led 40+ full-cycle recruitment processes annually across Sweden, the EU, and India, covering SAP ERP, Engineering, Tech, Product, and Commercial roles.
- Partnered with clients to define hiring strategies, advise on best practices, and support informed decision-making.
- Proactively sourced and engaged passive talent, building diverse, high-quality pipelines aligned with business goals.
- Enhanced candidate experience and team performance by streamlining processes and mentoring junior recruiters.

Talent Acquisition Partner, Volumental AB, Sweden

June 2022 - October 2023

- Successfully hired talent across Technology & Product, Engineering, Commercial, Marketing, Sales, and Support functions.
- Enhanced candidate experience through proactive communication and streamlined recruitment processes.
- Supported HR and Employer Branding initiatives to promote a diverse and inclusive workplace.

Tech Talent Acquisition Partner, H&M, Sweden

March 2021 - May 2022

- Recruited for Technology, Engineering, Product, and Data roles within the Business Tech function.
- Applied targeted sourcing strategies to identify and engage high-potential passive candidates, contributing to stronger talent pipelines and reduced time-to-hire.
- Conducted reference checks and ensured compliance with hiring guidelines.

Recruitment Specialist / Talent Acquisition, India

March 2014 - May 2019

- Managed full-cycle recruitment for Technology, Engineering, Product, and Commercial roles across multiple regions, including offshore teams.
- Partnered with clients to define hiring strategies and streamline selection processes.
- Built diverse candidate pipelines using strategic sourcing and passive talent engagement.
- Contributed to HR initiatives, including employer branding and onboarding support, enhancing candidate experience and internal capabilities.

ATS & Tools

- **Successfactors Employee Central**
- **LinkedIn Recruiter**
- **Teamtailor**
- **SmartRecruiters**

Courses

Sourcing Certification, Vaneesa Rath Academy

Swedish Labour Law, Folkuniversitet

Education

MBA Human Resources, Amity University

June 2008 - August 2010

India