

PraShant Rohira
Phone: 626-419-8496
Email: Prashant_Rohira9@outlook.com

Professional Summary

Accomplished Recruitment Manager with over 7 years of comprehensive experience in end-to-end talent acquisition across technical and non-technical domains, including onsite, remote, and hybrid environments. Proven expertise in managing direct-hire, permanent, and contract staffing with mastery in advanced sourcing strategies, passive candidate engagement, cold calling, networking, referrals, and contract negotiation. Demonstrated success in placing multi-tier technology professionals across diverse sectors such as Technology, Healthcare, Insurance, and Telecommunications. Skilled in leading recruitment teams, optimizing talent acquisition workflows, and enhancing hiring efficiency through process improvement and data-driven strategies.

Core Competencies

- Technical & Non-Technical Talent Acquisition
- Full-Cycle Recruitment & Workforce Planning
- Applicant Tracking Systems (JobDiva, Ceipal, Staff-Line, Qpro)
- Boolean Search & Advanced Sourcing Techniques (LinkedIn Recruiter, Dice, CareerBuilder, Monster, X-Ray Search)
- Vendor & Stakeholder Management (Vector VMS, Fieldglass)
- Market Intelligence & Competitive Analysis
- Recruitment Team Leadership & Development
- Process Optimization & Compliance Management

Key Achievements

- Led successful recruitment initiatives for the State of New Jersey (STNJ) through Sunrise Systems, utilizing Vector VMS and MSP processes.
- Awarded “Rookie of the Month” at Aditi Consulting for outstanding recruitment performance.
- Secured FINRA as a major client at Compunnel Inc., enhancing the company’s financial services recruitment profile.
- Directed a large-scale recruitment project for Cognizant at Next Level Business Services, managing multi-level technical hiring.

Education

- Postgraduate Diploma in Human Resource Management (PGD-HRM), from Narsee Monjee Institute of Management Studies (NMIMS) | 2019–2021
- Bachelor of Commerce (B.Com), from Jiwaji University | 2013–2016

Professional Experience

Comptech Associates |

Mar 2024 – Apr 2025

Recruitment Manager (U.S. Market)

- Manage full-cycle talent acquisition operations, from candidate sourcing to onboarding, ensuring compliance with US labor standards.
- Drive recruitment channel optimization to improve time-to-fill metrics and quality of hire.
- Lead a team of five offshore recruiters, delivering training on US staffing frameworks and compliance protocols.
- Support recruitment for UK financial sector clients, including Satendra Bank, overseeing candidate engagement and cross-time-zone coordination.
- Manage recruitment for key clients such as Chubb Insurance, Santander Bank, Johnson & Johnson, State of NJ (STNJ), Frontier, AFS, E&Y, and Accenture by integrating technology platforms with business needs.

Sunrise Systems |

Oct 2022 – Feb 2024

Lead Technical Recruiter (U.S. Market)

- Spearheaded recruitment efforts for STNJ using Vector VMS and CAI MSP, maintaining an 80% candidate engagement rate through strategic outreach.
- Coordinated with hiring managers to perform candidate assessments and finalize selections.
- Supervised and mentored a team of seven recruiters, fostering expertise in US staffing compliance and advanced sourcing techniques.
- Delivered recruitment support for UK clients in finance, pharmaceutical, and IT sectors.
- Specialized in technical hiring for roles including Java Developers, .NET Engineers, Full Stack Developers, DevOps Engineers, Hadoop Specialists, Project Managers, SDET, Cloud Security Analysts, Power BI Specialists, and Automation Testers.
- Recruited for clients such as Chubb, J&J, BMS, Activu, ZT Systems, Lonza, PG&E, Amerisource Bergen, Spectrum Health, Unisys, and UST Global.

Aditi Consulting |

May 2021 – Sept 2022

Senior Technical Recruiter (U.S. Market)

- Led end-to-end recruitment with focus on high-volume technical placements for clients including Amazon, Microsoft, and Best Buy.
- Managed sourcing, screening, interview coordination, salary negotiations, and onboarding processes.
- Specialized in roles such as Software Engineers, QA Automation Engineers, DevOps Engineers, Project Managers, ETL Developers, and Business Analysts.

Compunnel Inc. | **Aug 2019 – Apr 2020**

Senior Technical Recruiter / Team Lead (U.S. Market)

- Member of Global Talent Acquisition Leadership Team, providing market insights and recruitment trend analysis to drive strategic hiring initiatives.
- Trained and mentored junior recruiters in full lifecycle recruitment best practices.
- Recruited for clients including FINRA, NJM Insurance, Moody's, Cognizant, Syntel, and IGT, focusing on SDET, Salesforce, Java Development, Project Management, and Business Analysis roles.

Next Level Business Services Inc. | **Apr 2018 – Aug 2019**

Senior Technical Recruiter (U.S. Market)

- Managed full-cycle recruitment with emphasis on passive candidate sourcing, cold calling, and network development.
- Partnered with technology leadership to enhance talent acquisition outreach and recruitment event strategy.
- Delivered recruitment solutions for Cognizant, Emids, Infosys, TCS, Syntel, Tech Mahindra, and Hexaware, specializing in Java, .NET, SDET, Power BI, and Automation Testing.

Rose International (Rose IT Solutions) | **Oct 2017 – Apr 2018**

Associate Technical Recruiter (U.S. Market)

- Conducted high-level sourcing for senior technical and leadership positions.
- Supported recruitment efforts for clients including QBE Insurance, JCI, Truven Health, HCL America, Kaiser Permanente, Facebook, First Data, Pearson, and Verizon Wireless.

ApexTGI | **Apr 2017 – Sept 2017**

Sales Recruiter (U.S. Market)

- Collaborated with clients to define role requirements and candidate profiles.
- Developed and refined candidate resumes for client submission.
- Recruited for organizations including Virtusa and Birla Soft.

I Energizer (Make-My-Trip) | **Jun 2016 – Feb 2017**

Travel Adviser / Package Architect (Indian & U.S. Markets)

- Managed personalized domestic and international travel packages, providing tailored solutions based on client needs.
- Assisted clients with itinerary amendments and travel-related inquiries.