

Uma Jangra

Global Talent Acquisition Manager

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PROFESSIONAL SUMMARY

Global Talent Acquisition Specialist & HRBP with 7+ years of experience in full-cycle recruitment across USA, India, Pakistan, Colombia, Spain, Argentina, and the Philippines. Expertise in IT & Non-IT hiring, building and leading high-performing recruitment teams, and driving strategic HR initiatives. Proven record of managing teams of 15 recruiters and 2 team leads, while also functioning as HRBP for a 40-member Sales & Marketing division. Adept at sourcing, engaging, and retaining top talent to meet business goals in fast-paced, global environments.

WORK EXPERIENCE

SIMPLIA INC. (Lotus Interworks) | USA (Remote)

(April 2025 - Sept 2025)

Human Resource Business Partner / HR Manager

- End-to-end recruitment – scouting, hiring, and onboarding top talent for Sales & Marketing roles.
- Designed sourcing strategies and talent pipelines to meet business-critical hiring needs. Partner with leadership to design and implement people strategies aligned with business goals.
- Drive HR operations, performance reviews, employee engagement, and retention initiatives for a 40-member Sales & Marketing team.
- Conduct exit interviews, manage grievance resolution, and implement Performance Improvement Plans (PIPs).
- Create HR dashboards and recruitment reports to provide leadership with actionable insights.
- Spearhead employee engagement programs to improve productivity and reduce attrition.
- Support workforce planning, succession planning, and leadership hiring initiatives.

SIMPLIA INC. (LOTUS INTERWORKS) | USA (Remote)

(March 2024 - April 2025)

SR. TALENT ACQUISITION SPECIALIST/LEAD

- Led global hiring across USA, India, Pakistan, Argentina, Colombia, Spain, and the Philippines for both IT and Non-IT roles.
- Built recruitment strategies with hiring managers, ensuring alignment with business needs and market trends.
- Managed a team of 15 recruiters and 2 team leaders, providing training, coaching, and performance management.
- Delivered over 200+ hires across multiple functions, including tech, sales, operations, and digital marketing.
- Implemented sourcing best practices, reducing average time-to-fill by 25%.
- Partnered with leadership on workforce planning and succession needs.
- Introduced data-driven dashboards and reporting for recruitment KPIs (time-to-fill, quality of hire, offer-to-join ratio).

OPTIMAL VIRTUAL EMPLOYEE | Noida

(September 2023 - March 2024)

SR. TALENT ACQUISITION EXECUTIVE

- Managed end-to-end international hiring for clients in the USA, UK, and Australia.
- Conducted requirement gathering, role mapping, and market research for niche positions.
- Successfully closed IT & Non-IT positions, including Business Analysts, Project Managers, Marketing Specialists, and Customer Support.
- Acted as the key point of contact for stakeholders and clients, ensuring smooth communication.
- Improved hiring efficiency by streamlining interview coordination and candidate communication.
- Strengthened employer branding by representing the company in client meetings and career networks.
- Maintained 100% client satisfaction by ensuring quality candidate submissions within 24–48 hours.

RANDSTAD INDIA PVT. LTD (HONEYBEETECH) | Pune

(December 2017 - September 2023)

SR. TECHNICAL RECRUITER

- Managed end-to-end recruitment for Fortune 500 clients such as Infosys, Walmart, Wipro, Amex, Samsung, Mama Earth, and PayU.
- Specialized in hiring across IT technologies: Java, .NET, Python, Big Data, Cloud, CRM, React/Angular, Automation Testing, and Data Science.
- Delivered on Non-IT hiring: Digital Marketing, Sales, Consultants, Customer Support, Content Writers, and HR roles.
- Closed 250+ positions annually with high accuracy and stakeholder satisfaction.
- Conducted salary benchmarking and market analysis to support hiring managers.
- Trained and mentored junior recruiters, improving team efficiency by 30%.

- Maintained vendor and client relationships, ensuring long-term business engagement.
- Reduced offer dropouts by implementing proactive candidate engagement strategies.
- Supported bulk hiring drives, campus recruitment, and leadership hiring.

EDUCATION

IGNOU

MBA (Human Resource)

(2020 - 2022)

AIHM Chandigarh

Bachelor of Science | Hospitality Administration

(2017 - 2020)

Swami Ram Dev Sr. Sec. School, Barwala, HR

12th | NON-MEDICAL

(2015 - 2017)

Vishwas High School, Barwala, HR

10th

(2014 - 2015)

HONORS & AWARDS

Best Employee

Recognized for outstanding recruitment performance, leadership growth, and record-breaking hiring results.

- Best Employee of the Month (multiple times) for outstanding performance in talent acquisition.
- Achieved 3 promotions within 1 year at Simplia Inc. due to consistent results and leadership impact.
- Successfully closed niche global roles within 1 week by leveraging targeted sourcing and quick turnaround strategies.
- Delivered 25 hires in a single month, balancing both IT & Non-IT roles across multiple geographies.
- Consistently recognized by leadership and clients for high-quality hires, strong candidate experience, and process efficiency.

KEY SKILLS

Global Talent Acquisition (USA, EMEA, APAC, LATAM)

IT & Non-IT Hiring (Tech, Sales, Marketing, HR, Ops)

Recruitment Strategy & Employer Branding

Stakeholder & Client Management

Team Leadership & Mentoring

HR Business Partnering (Sales & Marketing)

ATS & Recruitment Analytics

Performance Management & Employee Engagement

Recruitment Tools & CRM: LinkedIn Recruiter, Dice, Monster, Indeed, Naukri, Zoho, Bullhorn, JobDiva, ATS (Greenhouse, Lever, JazzHR), Salesforce CRM

Sourcing Techniques: Boolean Search, X-Ray Search, Market Mapping, Social Recruiting