

Shivangi Shah

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Professional Summary

Seasoned and results-driven Talent Acquisition, Sourcer, Recruiter & HR Professional with 13+ years of global experience across North America, EMEA, UK, Canada, Middle East, and India. Expertise in end-to-end talent acquisition, Talent Mapping, Pipeline Development, Boolean & Advanced Search Techniques, Initial Candidate Engagement, Sourcing Metrics Tracking, Employer Branding, niche role sourcing, Functional Role Sourcing, Behavioral Pre-Screening, Industry Specialization, Candidate experience, ATS management, global recruitment, market mapping, Data driven sourcing strategies, talent insights, stakeholder management, workforce planning and HR analytics. Adept at building pipelines for niche, high-volume, and leadership roles across industries including technology, e-commerce, consulting, logistics, and BFSI, staffing agency.

Core Skills

- Talent Acquisition & Recruitment Strategy (IT & Non-IT) – Mid, Senior and Leadership roles
- Stakeholder & Leadership Engagement | Workforce Planning | Diversity Hiring
- HR Functions: Candidate Experience, Employee Engagement, Training.
- Talent Analytics: Market Mapping, Reporting & Metrics, LinkedIn Talent Insights
- Recruitment Tools & ATS: Amazon HIRE, iCIMS, Bullhorn, Avature, Ceipal, Salesforce, Taleo, Beamery
- AI Recruiting Tools: HireEZ, SeekOut, Eightfold.ai, HireVue, , Paradox Olivia
- Search & Sourcing: Boolean, Google X-Ray, GitHub, StackOverflow, LinkedIn Recruiter, Indeed, Monster, Naukri, Career Builder, Dice, Social Media Sourcing, Client handling.

Soft skills –

- Strategic thinker with a strong business acumen
- Deep understanding of market trends and talent insights
- Skilled in using data to influence hiring decisions
- Strong communication and interpersonal skills while effectively utilizing MS Office tools (Excel, PowerPoint, Outlook).

About me –

 Outside the office, I'm a curious wanderer and you'll often find me journaling

 Fitness keeps me grounded, travel keeps me inspired, and a bit of online fidgeting (hello, Instagram!) keeps things real.

 Detail-oriented to the core (some might say OCD!)

 I enjoy stories in all forms, whether it's reading a good book, watching a great series, or experiencing the energy of live concerts.

Professional Experience

Amazon | Technical Recruiter / Sourcer

Feb 2022 – Present | Remote

- Experienced global sourcing and initial candidate assessments for tech & non-tech roles across the U.S., India & EMEA, UK, Middle East & India.
- Partnered with managers for roles like SDE I & II, Network Engineers, Data Analysts, Financial Analyst, Area Managers, Logistics Analysts, Sr. Investigation Manager, Vendor Manager, Regional Sales Manager, Sr. Program Manager, etc.
- Drove sourcing via LinkedIn Recruiter, HireEZ, HIRE, referrals, career fairs, Naukri, Indeed, HIRE sourcing,
- Prepped candidates on Amazon Leadership Principles & STAR format for interviews.
- Conducted market research, candidate experience analysis, and talent insights to guide strategy.
- Trained six new hires and contributed to process improvement forums.
- Built and maintained detailed funnel reports to track sourcing effectiveness, candidate progression, and time-to-hire across tech and non-tech roles.
- Created data-driven dashboards that offered visibility into pipeline health, drop-off points, and conversion rates—enabling more strategic hiring decisions.
- Regularly analyzed sourcing-to-offer ratios to optimize outreach strategies and reduce time-to-fill for niche roles.
- Received appreciation emails from candidates for providing a transparent, engaging, and personalized recruitment experience. Recognized by hiring managers and senior stakeholders for delivering quality talent and maintaining strong communication throughout the hiring process.

Concentrix | Senior Recruitment Specialist

Jun 2021 – Feb 2022 | Remote

- Managed end-to-end hiring for technology roles in India.
- Conducted bulk recruitment drives to meet large-scale hiring targets.
- Partnered with business leaders to align workforce needs with hiring strategies.
- Delivered on hiring metrics, analytics, and stakeholder reporting.

Traction on Demand | Talent Acquisition Specialist

Dec 2020 – Apr 2021 | Remote

- Specialized in Salesforce hiring – Developers, Admins, Consultants, Technical Architects.
- Managed full-cycle recruitment from screening to offer release.
- Ensured data accuracy, reports, and timely requisition closures.

Avolin | Business Analyst (Contract)

Aug 2019 – Nov 2019 | Remote

- Conducted data gathering & mapping for business processes.
- Worked on CRM platforms such as Salesforce & Microsoft Dynamics.
- Delivered insights that improved reporting & decision-making accuracy.

Ulinkedus Initiatives | Sr. IT Technical Recruiter

Sep 2018 – Jul 2019 | Remote

- Sourced for Software Engineers, Data Analysts, QA & Network Engineers.
- Delivered global client hiring using LinkedIn Recruiter & job boards.

Crossover for Work | IT Recruitment Specialist

Jun 2016 – Jul 2017 | Remote

- Partnered with global team to recruit Software Engineers, BI Developers, QA, Solutions Architects.
- Conducted market research across Poland, Germany, Italy & other EMEA countries.
- Effectively collaborated with globally distributed recruiting/sourcing teams across time zones to align sourcing strategies, role priorities, and pipeline updates.
- Utilized collaboration tools (e.g., Slack, Zoom, ATS dashboards) to maintain real-time visibility and alignment on sourcing progress and hiring needs.

BNY Mellon | Sourcing Specialist – Talent Acquisition

May 2015 – May 2016 | Pune, India

- Recruited IT & non-IT professionals for U.S. office expansions (California, New York).
- Leveraged Taleo, Dice, LinkedIn, GitHub for sourcing.
- Built long-term pipelines and ensured accurate hiring reports.
- Recognized as the #1 most-viewed LinkedIn profile across BNY Mellon globally for three consecutive months, reflecting strong personal branding and high candidate engagement.

iPlace | Recruiter / Sourcer

May 2012 – May 2015 | Pune, India

- Managed end-to-end U.S. recruitment across IT & non-IT roles.
- Partnered with Fortune 500 clients including Fannie Mae, Freddie Mac, Comcast, AT&T,;

- Worked across hiring models (W2, C2C, 1099) & visa categories (US Citizens, GC, H1B, EAD, TN-1)
- Solely managed client relationships and end-to-end recruitment processes, ensuring high-quality talent delivery.
- Leveraged multiple ATS platforms (Bullhorn, CATS, Sendouts) and job boards (Monster, CareerBuilder, LinkedIn Recruiter, Passive LinkedIn Search) to build robust talent pipelines.
- Trained in U.S. recruitment processes including state-specific compliance, visa knowledge, and contract staffing.
- Technical Hiring Expertise:
Java | C# | C++ | .NET | Oracle | SQL / PL-SQL | BI Developer | Data Warehouse Architecture | PeopleSoft | Cisco | SharePoint | CRM | Lotus Notes Development | Network Engineering | Software Engineering | QA Analyst / Quality Analysis | Solutions Engineering

Education

- Postgraduate Diploma in Management (PGDM) | IMDR (2010–2012)
- Bachelor of Business Administration (BBA) | BMCC (2007–2010)

Languages

English | Hindi | Gujarati | Marathi