| Shanthakumar Reddy  Sr. Talent Acquisition Specialist & Consultant | | | | | | |
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| **8867306105** | | **Shanthakumar.chittipala@gmail.com** | | | **Bengaluru** | |
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| Objective | I have 4.9 years of overall experience. IT Recruitment professional having 4.3 years of progressive successful experience in HR functions i.e., Sourcing, Screening,  Scheduling, Coordination etc. I had the opportunity to handle multiple roles to support businesses across Technology, Outsourcing and Consulting teams of the organization, having managerial and technical skills, flexible to handle dual roles and responsibilities.  Understand technology, technical roles, technical skills according to requirement. Sourcing and screening potential IT consultants for job openings. Interviewing prospective candidates and educate them on hiring process. Would be responsible for effective usage of job portal, Internal Systems/Database for recording different stages in recruitment process. Extensive experience to work on permanent position. Handling end to end recruitment activities for various IT Requirements. | | | | |
| Education | GITAM College of Deemed University Visakhapatnam  B.com  70% | | | | |
| Key Skills | **IT & Non-IT Recruitment**  **Technical Recruitment**  Talent Acquisition  **Interviewing & Assessment**  Analytical Thinking  Tech Savvy  **Leadership Hiring**  **Lateral & Niche Hiring**  **End-to-end IT Recruitment**  **Talent Pipeline Building** | | **Candidate Sourcing & Research**  **Sourcing & Shortlisting**  End to End Hiring  Head Hunting  **IT & Non-IT Hiring**  **Leadership Hiring**  Volume & Value Hiring  **Boolean Search / X-Ray Search**  **ATS (Applicant Tracking System)**  Interview Coordination  **Product Hiring**  **Stakeholder Management.** | | |
| Experience | **Talent Sourcing**: Identify and source potential candidates through various channels such as job boards, social media, and professional networks. **Candidate Assessment**: Conduct initial screenings and interviews to evaluate candidates' qualifications and fit for the role. Job Offer Negotiation: Extend job offers and negotiate terms with selected candidates.  **Relationship Building**: Develop and maintain relationships with potential candidates and professional networks. Market Research: Stay informed about industry trends and salary benchmarks to attract and retain top talent  **Strategic Sourcing**: Use advanced techniques to find and attract high-quality candidates, including passive candidates.  **Employer Branding**: Develop and promote the company’s employer brand to attract top talent. Candidate Experience: Ensure a positive candidate experience throughout the recruitment process.  **Diversity and Inclusion**: Implement strategies to attract a diverse pool of candidates and support an inclusive hiring process. Talent Pool Management: Build and maintain a talent pool for future hiring needs Evaluating the candidate's Communication skill, Reason for Job Change,  Work experience, present and expected compensation, location/relocation information, work authorization status, Notice Period, and availability for the interview, etc.).  Maintain and update status of all ongoing position (status of interviews, candidate short listed for various rounds). Regular follow ups with offered candidate until on boarding. Maintains the database for various Skill sets **/** IT Technologies & NON-IT Technologies.  **Job Posting** and **Advertising**: Create and post job advertisements on various platforms, including job boards, social media, and company websites.  **Candidate Screening & Interviewing**: Review resumes and cover letters to identify candidates who meet the minimum qualifications.  **Scheduling**: Arrange interviews and coordinate schedules between candidates and hiring managers.  **Communication**: Serve as the primary point of contact for candidates throughout the recruitment process.  **Record Keeping**: Maintain accurate records of candidate information and recruitment activities  **Collaboration with Hiring Managers:** Understand departmental hiring needs and job requirements. Provide guidance on job descriptions, market salary trends, and recruitment strategies  **Recruitment Metrics & Reporting:** Track and analyze recruitment metrics (e.g., time to hire, cost per hire, candidate drop-off rates). Provide regular reports to HR or leadership on recruitment efforts and outcomes.  **Candidate Experience Management:** Ensure a smooth and professional experience for candidates throughout the hiring process.  Maintain clear communication and provide timely updates to applicants  **Offer Management & Onboarding:** Collaborate with HR and hiring managers to prepare and extend job offers. Support or coordinate onboarding processes to ensure a seamless transition for new hires.  **Stakeholder Management:** Recognizing all individuals or groups who have a stake in HR activities, including employees, managers, executives, union representatives, vendors, and even external regulatory bodies.Understanding the needs, expectations, influence, and potential impact of each stakeholder group on HR initiatives | | | | |
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| Oct-2020 to Sep-2021 IT Recruiter  **Hiyamee Pvt Ltd** Feb-2023 to Feb-2024 Sr Talent Acquisition Specialist  **Freelancer** | | Oct-2021 to Nov-2022 Talent Acquisition Specialist  **Manpower group India Pvt Ltd** Mar-2024 to Sep-2024 Sr. TA Specialist  **Capgemini (Suremind Solutions)** | | Nov-2022 to Jan-2023 Sr. Talent Acquisition Specialist  Machint Solutions Jan-2025 to June-2025 Sr. Talent Acquisition Specialist  **eTeam Info Services** | |
| Communication | Implemented new procedures and technologies that improved efficiency and streamlined operations. | | | | |
| Leadership | Successfully Led a team to exceed the goal according to the Client Needs and Closed Required Positions on Time | | | | |
| Portal Worked | Naukri, LinkedIn, Monster, Freshers world | | | | |
| Technical Skilled Worked / HIRED | **Microsoft Technologies:** .Net/.Net core, C#, My Sql Server, Power platform, Share point  **Full Stack Development:** JavaScript / TypeScript, Node.js, Express.js React.js / Angular / Vue.js, HTML5 / CSS3 / Bootstrap, MongoDB / MySQL / PostgreSQL, MERN / MEAN Stack, Java Full Stack (Spring Boot + Angular/React  **Cloud & DevOps:** AWS, Azure DevOps, Google Cloud Platform, Docker / Kubernetes, Jenkins / GitLab CI/CD, Terraform / Ansible, Linux / Shell Scripting, Cloud Migration Projects.  **Backend / Core Technologies:** Java, Python / Django / Flask, PHP, Golang, Ruby on Rails, Spring / Hibernate  **Mobile Technologies:** Android (Java/Kotlin), iOS (Swift/Objective-C), Flutter / React Native  **Data & Security Roles:** Data Engineers, Data Scientists, Machine Learning Engineers, Big Data (Hadoop, Spark), Cybersecurity Analysts, Big Data: Hadoop, Spark, Hive, Data Warehousing: Snowflake, Redshift, BigQuery  **Emerging Technologies:** Artificial Intelligence (AI), Machine Learning (ML), IoT (Internet of Things), Robotic Process Automation (RPA – UiPath, Automation Anywhere)  **Networking & Infrastructure:** Network Support Engineers, Cisco (CCNA, CCNP), Firewall / VPN, LAN/WAN Support, Windows Server / Linux Admin, NOC / SOC roles  **SAP Technologies:** SAP Ariba, Fico, ABAB, CFIN, CPI, S4 HANA, SD, MM, HCM/HR, BASIS, PI/PO, FIORI, SAP Succes factor, SAP TM, | | | | |
| Clients: | **Product Clients**: Worldline, Hitachi Vantara, India mart, Cisco, Warner bros, Disa, Grab, Solid GM, NetApp, Coinbase, CHUBB Fire & Safety, Salesforce.  **Service Clients**: TCS, Cognizant, Accenture, Wipro, Mphasis, Capgemini, tech Mahindra, Virtusa, IBM.  **Internal Hiring**: Machint Solution, Capgemini | | | | |
| Languages | Telugu, English, Kannada, Hindi | | | | |