

MAHENDRA SINGH MOURE

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IT RECRUITMENT SPECIALIST | TALENT ACQUISITION STRATEGIST

Experienced IT Recruiter with 7+ years of expertise driving full-cycle recruitment across the US and Canadian markets. Adept in sourcing high-impact talent across industries including **Banking, Semiconductors, Cybersecurity, Defense, Healthcare, Public Sector, and IT Consulting**. Proven ability to lead recruitment strategy, mentor junior teams, deliver cost-effective hiring, and manage stakeholder relationships. Thrive in fast-paced agency and RPO models, and excel in high-volume and niche technical recruitment.

CORE COMPETENCIES

- ✓ Full-Cycle IT Recruitment (Contract & Perm)
- ✓ Strategic Sourcing & Passive Talent Engagement
- ✓ US & Canada Staffing | Compliance (EAD, GC, H1B, TN, PR)
- ✓ Stakeholder Management (Hiring Managers, Sales, Clients)
- ✓ ATS & CRM Tools (JobDiva, Bullhorn, LinkedIn Recruiter)
- ✓ Team Leadership, Mentorship & Training
- ✓ Vendor Management & Offer Negotiation
- ✓ Candidate Experience & Onboarding Coordination

KEY ACHIEVEMENTS

- ✓ Hired **20+ niche roles in Banking and Energy** within 6 months at GTT.
- ✓ Achieved **\$284/hr CAD Gross Profit** by Q1 2022 at GTT, ranking among **Top 3 Recruiters**.
- ✓ Awarded “**Most Valuable Recruiter**” at Artech during a technical hiring competition.
- ✓ Trained and deployed 5+ freshers into productive recruiting roles at Artech.
- ✓ Delivered high-quality IT talent across US & Canada for clients in **Big 4, Federal, and F500 verticals**.

PROFESSIONAL EXPERIENCE

Senior Technical Advocate – IT Recruitment | Global Technical Talent LLC

September 2024 to Present, and December 2020 to May 2024

- ✓ Managed full-cycle recruitment for roles including **Java Developers, DevOps Engineers, BAs, PMs, AML Analysts, Network Engineers**.
- ✓ Used JobDiva, LinkedIn Recruiter, and niche platforms to source active and passive candidates.
- ✓ Conducted tech screens, stakeholder briefings, interview scheduling, salary discussions, and onboarding.
- ✓ Delivered consistent pipeline reporting and maintained candidate lifecycle in ATS.
- ✓ Acted as hiring advisor for hiring managers and account teams across North American accounts.

Recruiting Lead – Technical Recruitment | Motion Recruitment Partners

May 2024 to September 2024

- ✓ Supported high-priority banking client requirements in NY and FL markets.
- ✓ Oversaw end-to-end hiring including offer negotiation and onboarding resolution.
- ✓ Leveraged Bullhorn, LinkedIn Recruiter, Dice, and Monster for building quality pipelines.

Senior Technical Recruiter | Artech Information Systems

July 2018 to December 2020

- ✓ Recruited for high-impact roles in **Semiconductors, Cybersecurity, Defense, and IT Consulting**.
- ✓ Focused on US Federal requirements with active clearance-based hiring.
- ✓ Conducted technical assessments and supported compliance for DoD and public sector clients.
- ✓ Mentored junior recruiters and led training sessions on sourcing best practices and tools.

Technical Recruiter | 4 Consulting Inc. (4Ci)

August 2017 to July 2018

- ✓ Supported two Big 4 clients and US State Government accounts in sourcing IT talent for consulting projects.
- ✓ Specialized in recruiting for **Application Development, PMO, System Admin, and Support roles**.
- ✓ Managed client coordination, screening, compliance checks, and onboarding.

TECHNICAL TOOLS & PLATFORMS

ATS/CRM: JobDiva, Bullhorn

Sourcing Tools: LinkedIn Recruiter, Dice, Monster, ClearanceJobs, CareerBuilder, GitHub

Collaboration Tools: Microsoft Teams, SharePoint, Zoom, Google Meet, Skype, WebEx

Job Posting: LinkedIn Jobs, Indeed

Productivity: MS Excel, Word, Outlook, PowerPoint

Job Roles Recruited & Successfully Placed

Throughout the recruitment career, candidates have been sourced, screened, and successfully placed across a broad spectrum of IT and business roles, in support of Fortune 500, Big 4, Federal, Banking, and Consulting clients across North America.

Global Technical Talent (GTT): Java Developer, DevOps Engineer, Technical Project Manager, Business Analyst, Business Systems Analyst, Infrastructure Project Manager, Program Manager, Scrum Master, Vendor Manager, UX/UI Consultant, Network Engineer, NOC Analyst, Data Engineer, Data Analyst, Data Scientist, AML Analyst, Quantitative Analyst, Risk Analyst, Instructional Designer, QA Automation Engineer, and others.

Artech Information Systems: Validation Engineer, Verification Engineer, FPGA Engineer, ASIC Engineer, PCB Technician, Assembler, IC Engineer, VLSI Designer, Project Manager, Program Manager, Software Developer (C++, C#), Java Developer, Business Analyst, Business Systems Analyst, Fiber Technician, Data Engineer, Data Analyst, Tableau Developer, Windows Admin, Datacenter Admin, Network Analyst, IT Support, Service Desk Specialist, and others.

Motion Recruitment Partners: Java Developer, Business Analyst, Change Manager, Data Engineer, Data Analyst, Tableau Developer, and others.

4 Consulting Inc. (4Ci): Software Engineer (Java, .NET), Data Analyst, Data Engineer, SQL Developer, Project Manager, Business Analyst, and others.

EDUCATION

Bachelor of Engineering – Electronics & Communication

Rajiv Gandhi Technological University, Bhopal, MP, 2015