

Varun Kr. Tiwari

Talent/Business Resource Specialist

Dedicated and smart professional aiming to make a mark in the HR space. Contributed more than 2.5 years in all functions of HR.

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WORK EXPERIENCE

Talent/Business Resource Specialist United Airlines Business Pvt. Ltd.

Gurgaon

06/2019 – Present

United Airlines is one of the Top ten US based Airlines company

Achievements/Tasks

- Added value to the business by efficiently managing talent and retaining critical resources
- Improved organisational design and structure
- Handled Campus recruitment and managed end-to-end recruitment of Junior management & Middle management
- Conducted daily meeting with the hiring leads to add work force for the organisation
- Developed and implemented innovative programs, processes and solutions to achieve HR objectives
- Supported & facilitated Performance Management and recognition programs for all employees
- Onboarded 60+ resources in United team to grow India knowledge center
- Worked extensively in Policy formulation
- Involved in all meeting with India head for creating work space and all possible utilization of office space
- Led a team of two recruiters and mentored junior colleagues
- Managed on-boarding, exit interviews, employee grievances and provided innovative solutions to improve retention rates
- Received "Spot Award", "The Smile Award" and "The Bubbles Award"

Contact: Divya Mehta, Manager – Divya.Mehta@United.com

Talent Specialist Mastech Digital

03/2017 – 05/2018

Noida

- Responsible for managing the Full recruitment life cycle from receiving the requirement, screening, validation to acceptance of offer and final placement
- Extensive experience of dealing with Client's and mid layer Coordinators in order to understand the requirement fully.
- Extensive Knowledge gained over IT skill like Microservices and backend with frontend development including middleware technologies like IIB and Datapower and BPM technologies as well as PEGA and IBM BPM

SKILLS

Organisation



Dual Focus



Discrete and Ethical



Communication



Multitasking



Negotiation



Conflict Management and Problem Solving



Dealing with Grey



PERSONAL PROJECTS

Summer internship at DVC (05/2015 – 06/2015)

AREAS OF EXPERTISE

Talent Acquisition, People Management, Employee Engagement, Grievance Management, Vendor Management

Negotiated with Clients, Vendors and Candidates in order to deliver the best results

Qualified Circle of Excellence

Developed and implemented innovative programs,

EDUCATION

Bachelors of Technology CE06/2013 – 04/2017
WBUT, Kolkata

Associate Recruiter

Artech Infosystems

- Full Life Cycle recruitment of qualified candidates for full time permanent, contract to hire and contract job openings with Fortune 500 clients across numerous industries.
- Worked with different tax terms such as W2 and 1099.

